

Mayor's Office

John Suthers, Mayor | (719) 385-5900 | John.Suthers@coloradosprings.gov

2021 Strategic Plan



Note: For more information on the city-wide Strategic Plan, please see page 17.

All Funds Summary

	Use of Funds	2019	2020	* 2020	2021	2021 Budget -
		Actual	Original Budget	Amended Budget		* 2020 Amended Budget
All Funds	General Fund	\$1,017,351	\$1,128,060	\$1,107,326	\$1,086,554	(\$20,772)
	Total	\$1,017,351	\$1,128,060	\$1,107,326	\$1,086,554	(\$20,772)
	Positions					
	General Fund	7.00	7.00	7.00	7.00	0.00
	Total	7.00	7.00	7.00	7.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Decrease of approximately \$21,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021

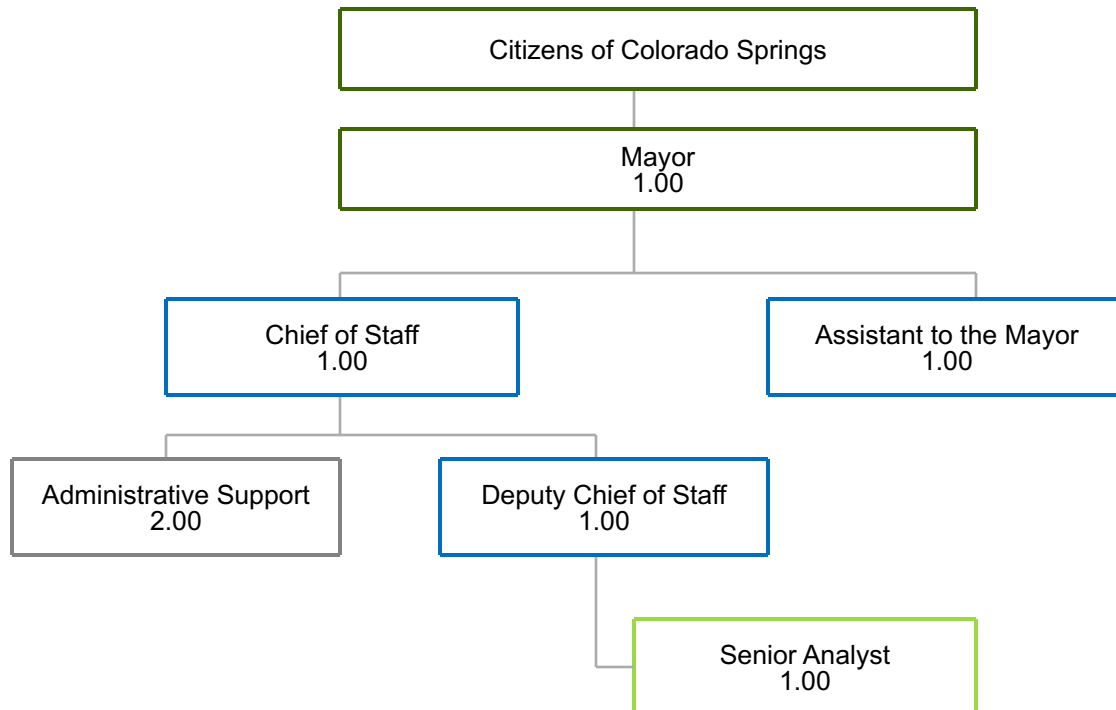
Mayor's Office - Overview

The Mayor is the Chief Executive Officer of the City and leads the Executive Branch. The City is provided all executive and administrative powers of home-rule status cities granted by Article XX of the Constitution of the State of Colorado. The City Charter provides the Mayor control and authority over all operational and administrative functions of the City. As the Chief Executive, the Mayor enforces all laws and ordinances, manages the Executive Branch of the Colorado Springs municipal government, and oversees implementation of the Mayor's vision, mission, goals, and strategic plan.

The Mayor serves as an ex officio and non-voting member of the Board of Directors of the Colorado Springs Utilities.

The Mayor's Office collaborates with and provides assistance to citizens, elected officials, and municipal government operating departments. The Mayor may take command of the police and govern the City by proclamation in times of public danger or emergency.

Mayor's Office - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 General Fund Budget.

Mayor's Office - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$902,888	\$964,609	\$1,048,210	\$1,043,210	\$1,027,438	(\$15,772)
	Operating	46,256	52,742	77,850	62,116	59,116	(3,000)
	Capital Outlay	0	0	2,000	2,000	0	(2,000)
	Total	\$949,144	\$1,017,351	\$1,128,060	\$1,107,326	\$1,086,554	(\$20,772)
	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget	
	Assistant to the Chief of Staff	1.00	1.00	1.00	1.00	0.00	
	Assistant to the Mayor	1.00	1.00	1.00	1.00	0.00	
	Chief of Staff	1.00	1.00	1.00	1.00	0.00	
	Deputy Chief of Staff	1.00	1.00	1.00	1.00	0.00	
	Mayor	1.00	1.00	1.00	1.00	0.00	
	Senior Analyst	1.00	1.00	1.00	1.00	0.00	
	Senior Office Specialist	1.00	1.00	1.00	1.00	0.00	
	Total Positions	7.00	7.00	7.00	7.00	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Mayor's Office - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$20,734)
	Total During 2020	(\$20,734)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$24,508)
	Increase to fund pay progression	6,765
	Increase to fund medical and dental cost adjustments	6,522
	Increase to fund employee parking	720
	Decrease due to hiring delay in 2021	(10,271)
	Redistribution of 2020 Budget Reductions from Salaries/Benefits/Pensions to Operating and Capital Outlay	5,000
	Total Salaries/Benefits/Pensions	(\$15,772)
	Operating	
	Redistribution of 2020 Budget Reductions from Salaries/Benefits/Pensions to Operating and Capital Outlay	(\$3,000)
	Total Operating	(\$3,000)
	Capital Outlay	
	Redistribution of 2020 Budget Reductions from Salaries/Benefits/Pensions to Operating and Capital Outlay	(\$2,000)
	Total Capital Outlay	(\$2,000)
	Total For 2021	(\$20,772)

Position Change	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Mayor's Office

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	719,399	754,122	788,227	788,227	767,174	(21,053)
51210 - OVERTIME	0	216	5,000	5,000	5,000	0
51220 - SEASONAL TEMPORARY	0	13,290	37,565	37,565	37,565	0
51245 - RETIREMENT TERM VACATION	0	823	0	0	0	0
51260 - VACATION BUY PAY OUT	1,974	609	0	0	0	0
51290 - BUDGET TRANSFER	0	0	0	(5,000)	0	5,000
51299 - SALARIES REIMBURSEMENTS	(2,113)	(627)	0	0	0	0
51610 - PERA	98,451	101,422	116,529	116,529	115,889	(640)
51615 - WORKERS COMPENSATION	1,873	1,922	2,092	2,092	2,038	(54)
51620 - EQUITABLE LIFE INSURANCE	2,006	2,118	3,066	3,066	3,130	64
51640 - DENTAL INSURANCE	3,358	3,565	3,565	3,565	3,683	118
51670 - PARKING FOR EMPLOYEES	1,936	1,806	2,280	2,280	3,000	720
51690 - MEDICARE	10,496	10,794	12,123	12,123	11,818	(305)
51695 - CITY EPO MEDICAL PLAN	14,430	17,110	17,627	17,627	19,110	1,483
51696 - ADVANTAGE HD MED PLAN	48,202	54,715	57,386	57,386	56,281	(1,105)
51697 - HRA BENEFIT TO ADV MED PLAN	2,876	2,724	2,750	2,750	2,750	0
Salaries/Benefits/Pensions Total	902,888	964,609	1,048,210	1,043,210	1,027,438	(15,772)
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(15,734)	0	15,734
52105 - MISCELLANEOUS OPERATING	14,676	7,719	0	0	0	0
52110 - OFFICE SUPPLIES	1,886	4,653	3,000	3,000	3,000	0
52120 - COMPUTER SOFTWARE	0	73	400	400	400	0
52122 - CELL PHONES EQUIP AND SUPPLIES	740	0	500	500	500	0
52125 - GENERAL SUPPLIES	70	0	5,000	5,000	5,000	0
52135 - POSTAGE	99	119	500	500	500	0
52465 - MISCELLANEOUS SERVICES	35	0	150	150	150	0
52560 - PARKING SERVICES	293	225	1,000	1,000	1,000	0
52575 - SERVICES	349	286	2,000	2,000	2,000	0
52590 - TEMPORARY EMPLOYMENT	0	0	14,000	14,000	14,000	0
52605 - CAR MILEAGE	532	1,542	1,000	1,000	1,000	0
52607 - CELL PHONE ALLOWANCE	600	600	1,000	1,000	1,000	0
52615 - DUES AND MEMBERSHIP	1,025	2,050	2,600	2,600	2,600	0
52625 - MEETING EXPENSES IN TOWN	11,189	13,906	10,000	10,000	5,000	(5,000)
52630 - TRAINING	195	1,558	5,000	5,000	0	(5,000)
52645 - SUBSCRIPTIONS	0	0	250	250	250	0
52655 - TRAVEL OUT OF TOWN	6,977	11,464	20,000	20,000	11,266	(8,734)
52705 - COMMUNICATIONS	726	852	0	0	0	0
52738 - CELL PHONE BASE CHARGES	4,139	5,210	4,500	4,500	4,500	0
52775 - MINOR EQUIPMENT	0	0	500	500	500	0
52776 - PRINTER CONSOLIDATION COST	1,869	1,806	3,700	3,700	3,700	0
52795 - RENTAL OF EQUIPMENT	0	0	250	250	250	0
52874 - OFFICE SERVICES PRINTING	818	679	2,500	2,500	2,500	0
65160 - RECRUITMENT	38	0	0	0	0	0
Operating Total	46,256	52,742	77,850	62,116	59,116	(3,000)

City of Colorado Springs

Budget Detail Report

001 - GENERAL FUND
Mayor's Office

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Capital Outlay						
53030 - FURNITURE AND FIXTURES	0	0	2,000	2,000	0	(2,000)
Capital Outlay Total	0	0	2,000	2,000	0	(2,000)
Grand Total	949,144	1,017,351	1,128,060	1,107,326	1,086,554	(20,772)

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Communications

Jamie Fabos, Chief Communications Officer | (719) 385-5246 | Jamie.Fabos@coloradosprings.gov

2021 Strategic Plan Initiatives

ID	Goal	Initiative
3.6	Building Community & Collaborative Relationships	Effectively reach Colorado Springs residents through varied and effective means of communication to foster trust in city government
4.6	Excelling in City Services	Implement and apply a consistent branding and public participation process citywide

Note: The ID number above corresponds to the Initiatives described in the City Strategic Plan, pg. 17.

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$1,266,034	\$1,354,260	\$1,299,687	\$1,393,106	\$93,419
	Total	\$1,266,034	\$1,354,260	\$1,299,687	\$1,393,106	\$93,419
	Positions					
	General Fund	11.00	11.00	11.00	11.00	0.00
	Total	11.00	11.00	11.00	11.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

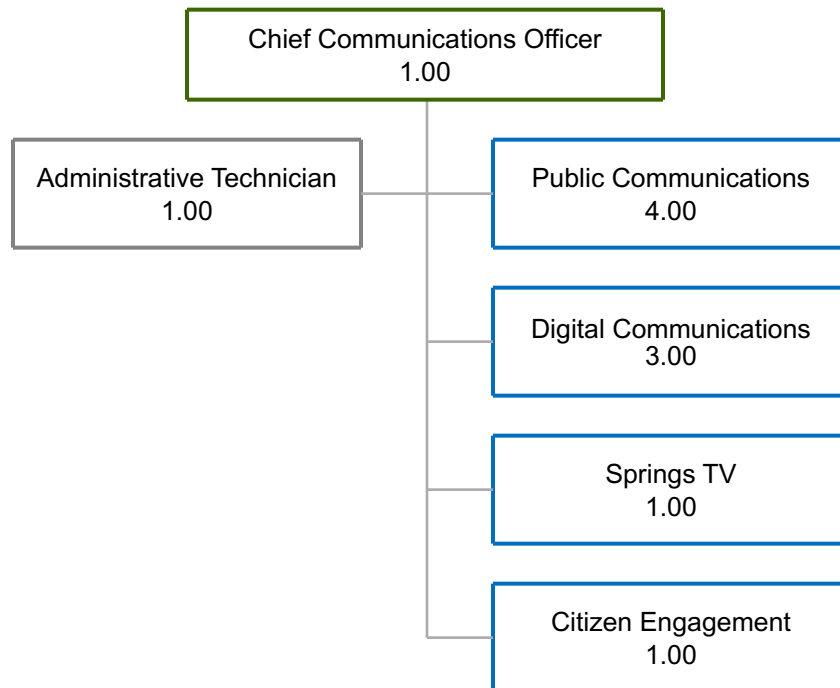
- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$60,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021
- Transfer of \$33,000 from the Support Services department to fund contractual obligations for Citizen Engagement functions

Communications - Overview

The City Communications department oversees all public communication with the citizens of Colorado Springs, working across multiple platforms to serve as the trusted source of accurate information and news. As professionals in this industry, the members of the department aspire to be proactive, prepared, balanced communicators who provide efficient, consistent, on-time messaging.

Further, the City Communications department leads efforts to brand our city Olympic City USA, sharing the inspirational and aspirational message of the brand in order to grow civic pride and economic opportunities.

Communications - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 General Fund Budget.

Communications - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$880,565	\$1,058,247	\$1,083,129	\$1,083,129	\$1,143,428	\$60,299
	Operating	188,321	207,787	271,131	216,558	249,678	33,120
	Total	\$1,068,886	\$1,266,034	\$1,354,260	\$1,299,687	\$1,393,106	\$93,419
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Administrative Technician		1.00	1.00	1.00	1.00	0.00
	Chief Communications Officer		1.00	1.00	1.00	1.00	0.00
	Citizen Engagement		1.00	1.00	1.00	1.00	0.00
	Communications Specialist I/II		1.00	1.00	3.00	3.00	0.00
	Communications Supervisor		0.00	0.00	1.00	1.00	0.00
	Digital Communications Specialist		2.00	2.00	2.00	2.00	0.00
	Lead Communications Specialist		2.00	2.00	1.00	1.00	0.00
	Public Communications Technician		1.00	1.00	0.00	0.00	0.00
	Senior Communications Specialist		1.00	1.00	0.00	0.00	0.00
	Video Production Specialist		1.00	1.00	1.00	1.00	0.00
Total Positions		11.00	11.00	11.00	11.00	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Communications - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$54,573)
	Total During 2020	(\$54,573)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$45,002
	Increase to fund pay progression	15,911
	Increase to fund medical and dental cost adjustments	8,757
	Increase to fund employee parking	1,440
	Decrease due to hiring delay in 2021	(10,811)
	Total Salaries/Benefits/Pensions	\$60,299
	Operating	
	Transfer from the Support Services department to fund contractual obligations for Citizen Engagement functions	\$33,000
	Increase to fund parking services for City owned vehicles	120
	Total Operating	\$33,120
	Total For 2021	\$93,419

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs

Budget Detail Report

001 - GENERAL FUND Communications Office

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	636,558	772,004	829,622	829,622	871,508	41,886
51210 - OVERTIME	42	0	0	0	0	0
51220 - SEASONAL TEMPORARY	74,075	69,729	11,500	11,500	11,500	0
51260 - VACATION BUY PAY OUT	3,564	2,365	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(5,363)	(6,750)	0	0	0	0
51610 - PERA	93,226	110,506	118,809	118,809	127,093	8,284
51615 - WORKERS COMPENSATION	1,786	2,109	2,131	2,131	2,234	103
51620 - EQUITABLE LIFE INSURANCE	1,765	2,137	3,168	3,168	3,367	199
51640 - DENTAL INSURANCE	4,144	4,565	4,786	4,786	5,068	282
51670 - PARKING FOR EMPLOYEES	2,262	3,002	3,080	3,080	4,520	1,440
51690 - MEDICARE	9,895	11,727	12,353	12,353	12,961	608
51695 - CITY EPO MEDICAL PLAN	16,183	17,395	17,628	17,628	25,340	7,712
51696 - ADVANTAGE HD MED PLAN	39,433	65,336	75,552	75,552	75,837	285
51697 - HRA BENEFIT TO ADV MED PLAN	2,995	4,122	4,500	4,500	4,000	(500)
Salaries/Benefits/Pensions Total	880,565	1,058,247	1,083,129	1,083,129	1,143,428	60,299
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(54,573)	0	54,573
52105 - MISCELLANEOUS OPERATING	1,535	8,021	250	250	250	0
52110 - OFFICE SUPPLIES	1,607	1,677	2,500	2,500	1,500	(1,000)
52111 - PAPER SUPPLIES	73	0	400	400	400	0
52120 - COMPUTER SOFTWARE	2,256	400	500	500	500	0
52122 - CELL PHONES EQUIP AND SUPPLIES	33	0	500	500	500	0
52125 - GENERAL SUPPLIES	575	1,638	2,000	2,000	1,000	(1,000)
52135 - POSTAGE	135	324	2,000	2,000	1,000	(1,000)
52170 - SPECIAL PHOTOGRAPHY ETC	18	0	1,500	1,500	0	(1,500)
52305 - MAINT SOFTWARE	1,643	0	0	0	0	0
52405 - ADVERTISING SERVICES	4,439	3,104	7,000	7,000	1,527	(5,473)
52415 - CONTRACTS AND SPEC PROJECTS	0	72,061	28,560	28,560	61,560	33,000
52560 - PARKING SERVICES	0	0	0	0	120	120
52575 - SERVICES	126,067	74,759	192,734	192,734	158,734	(34,000)
52605 - CAR MILEAGE	113	0	300	300	300	0
52615 - DUES AND MEMBERSHIP	370	1,775	300	300	300	0
52625 - MEETING EXPENSES IN TOWN	1,917	1,671	2,289	2,289	1,289	(1,000)
52630 - TRAINING	1,807	373	1,400	1,400	700	(700)
52645 - SUBSCRIPTIONS	2,466	1,945	2,000	2,000	1,500	(500)
52655 - TRAVEL OUT OF TOWN	7,159	3,598	3,400	3,400	1,000	(2,400)
52705 - COMMUNICATIONS	47	0	0	0	0	0
52735 - TELEPHONE LONG DIST CALLS	0	0	100	100	100	0
52736 - CELL PHONE AIRTIME	0	0	100	100	100	0
52738 - CELL PHONE BASE CHARGES	6,811	6,526	3,498	3,498	7,498	4,000
52775 - MINOR EQUIPMENT	25,222	26,279	15,500	15,500	5,500	(10,000)
52776 - PRINTER CONSOLIDATION COST	1,932	1,945	2,000	2,000	2,000	0
52795 - RENTAL OF EQUIPMENT	0	0	800	800	800	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND
Communications Office

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
52874 - OFFICE SERVICES PRINTING	1,584	1,691	1,500	1,500	1,500	0
65160 - RECRUITMENT	512	0	0	0	0	0
Operating Total	188,321	207,787	271,131	216,558	249,678	33,120
Grand Total	1,068,886	1,266,034	1,354,260	1,299,687	1,393,106	93,419

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Economic Development

Bob Cope, Economic Development Officer | (719) 385-5561 | Bob.Cope@coloradosprings.gov

2021 Strategic Plan Initiatives

ID	Goal	Initiative
1.4	Promoting Job Creation	Promote the creation of primary jobs in target industries through collaboration with the region's economic and business development organizations; leveraging local, state, and federal economic development tools; and ensuring a responsive business climate to support attraction, retention, and expansion efforts of companies in Colorado Springs
1.5	Promoting Job Creation	Advance the Olympic City USA brand and tourism industry through supporting planning and infrastructure efforts in and near Downtown, catalytic projects such as City for Champions, and key events that attract visitors to the region
1.6	Promoting Job Creation	Encourage the development of a robust innovation ecosystem that supports entrepreneurs, startup companies, and small businesses that diversify our regional economy

Note: The ID number above corresponds to the Initiatives described in the City Strategic Plan, pg. 17.

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$499,459	\$544,017	\$522,814	\$549,702	\$26,888
	Total	\$499,459	\$544,017	\$522,814	\$549,702	\$26,888
	Positions					
	General Fund	4.00	4.00	4.00	4.00	0.00
	Total	4.00	4.00	4.00	4.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$27,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021

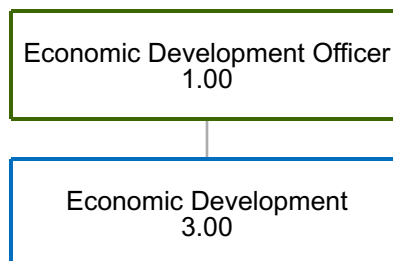
Economic Development - Overview

The Office of Economic Development (OED) is focused on cultivating a healthy and vibrant economic climate in Colorado Springs that supports business and personal prosperity. Quality of life is Colorado Springs' key competitive advantage, and OED staff works with the private sector and a wide variety of community partners to eliminate barriers to business development, catalyze investments in key business corridors, and grow jobs in targeted industries.

The City will become the most business-friendly municipality in the United States, as measured by:

- Rapid, courteous responses to all business requests for permits and approvals
- Fair regulations and requirements
- Reasonable fees and charges associated with conducting business
- Consistent, high-quality core services with limited resources
- Competitive utility rates
- Encouragement of community building and partnerships
- Ongoing dialogue with primary employers, entrepreneurs, and business groups to continuously improve the business climate

Economic Development - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 General Fund Budget.

Economic Development - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$284,886	\$401,062	\$434,632	\$434,632	\$461,520	\$26,888
	Operating	110,468	98,397	109,385	88,182	88,182	0
	Capital Outlay	1,307	0	0	0	0	0
	Total	\$396,661	\$499,459	\$544,017	\$522,814	\$549,702	\$26,888
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Economic Development Officer		1.00	1.00	1.00	1.00	0.00
	Economic Development Specialist		1.00	1.00	1.00	1.00	0.00
	Senior Economic Development Specialist		1.00	1.00	1.00	1.00	0.00
	Small Business Development Specialist		1.00	1.00	1.00	1.00	0.00
	Total Positions		4.00	4.00	4.00	4.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Economic Development - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$21,203)
	Total During 2020	(\$21,203)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$18,813
	Increase to fund pay progression	9,853
	Increase to fund medical and dental cost adjustments	2,297
	Increase to fund employee parking	480
	Decrease due to hiring delay in 2021	(4,555)
	Total Salaries/Benefits/Pensions	\$26,888
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$26,888

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Economic Development

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	228,027	326,194	349,550	349,550	369,865	20,315
51260 - VACATION BUY PAY OUT	2,057	3,601	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(2,150)	(4,142)	0	0	0	0
51610 - PERA	30,210	42,223	49,369	49,369	53,243	3,874
51615 - WORKERS COMPENSATION	575	802	886	886	936	50
51620 - EQUITABLE LIFE INSURANCE	641	875	1,341	1,341	1,450	109
51640 - DENTAL INSURANCE	1,233	1,350	1,338	1,338	1,384	46
51670 - PARKING FOR EMPLOYEES	726	898	1,200	1,200	1,680	480
51690 - MEDICARE	3,222	4,498	5,134	5,134	5,429	295
51695 - CITY EPO MEDICAL PLAN	9,437	11,258	11,596	11,596	12,578	982
51696 - ADVANTAGE HD MED PLAN	9,987	12,501	13,218	13,218	13,955	737
51697 - HRA BENEFIT TO ADV MED PLAN	921	1,004	1,000	1,000	1,000	0
Salaries/Benefits/Pensions Total	284,886	401,062	434,632	434,632	461,520	26,888
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(21,203)	0	21,203
52105 - MISCELLANEOUS OPERATING	4,472	3,525	0	0	0	0
52110 - OFFICE SUPPLIES	220	1,196	750	750	750	0
52120 - COMPUTER SOFTWARE	314	603	300	300	300	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	0	250	250	250	0
52125 - GENERAL SUPPLIES	0	(25)	100	100	100	0
52135 - POSTAGE	0	1	150	150	150	0
52560 - PARKING SERVICES	0	0	50	50	50	0
52575 - SERVICES	87,952	72,916	89,735	89,735	68,532	(21,203)
52605 - CAR MILEAGE	0	0	500	500	500	0
52615 - DUES AND MEMBERSHIP	950	1,260	200	200	200	0
52625 - MEETING EXPENSES IN TOWN	1,712	4,100	4,000	4,000	4,000	0
52630 - TRAINING	300	100	750	750	750	0
52645 - SUBSCRIPTIONS	89	216	100	100	100	0
52655 - TRAVEL OUT OF TOWN	8,463	7,263	5,000	5,000	5,000	0
52738 - CELL PHONE BASE CHARGES	480	503	1,500	1,500	1,500	0
52775 - MINOR EQUIPMENT	0	2,284	500	500	500	0
52776 - PRINTER CONSOLIDATION COST	5,139	4,091	5,000	5,000	5,000	0
52874 - OFFICE SERVICES PRINTING	377	364	500	500	500	0
Operating Total	110,468	98,397	109,385	88,182	88,182	0
Capital Outlay						
53030 - FURNITURE AND FIXTURES	1,307	0	0	0	0	0
Capital Outlay Total	1,307	0	0	0	0	0
Grand Total	396,661	499,459	544,017	522,814	549,702	26,888

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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Human Resources

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | Michael.Sullivan@coloradosprings.gov



All Funds Summary

Division	General Fund	Other Funds	Total Budget
Community Diversity & Outreach	\$253,086	\$0	\$253,086
Employment Services	2,284,110	38,077,669	40,361,779
Office of Accessibility	1,223,598	0	1,223,598
Risk Management	721,583	10,635,854	11,357,437
Total	\$4,482,377	\$48,713,523	\$53,195,900
Total Positions	32.25	16.75	49.00

Human Resources

All Funds History

Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
General Fund	\$3,112,775	\$3,421,319	\$3,415,390	\$3,732,377	\$316,987
General Fund - CIP	296,194	600,000	600,000	750,000	150,000
Employee Benefits Self-Ins. Fund	33,719,036	36,512,109	36,483,709	38,077,669	1,593,960
Claims Reserve Fund	1,000,780	1,569,000	1,569,000	1,604,100	35,100
Workers' Comp. Fund	8,558,896	9,000,000	8,987,500	9,031,754	44,254
Total	\$46,687,681	\$51,102,428	\$51,055,599	\$53,195,900	\$2,140,301

Total Positions	46.00	46.00	49.00	49.00	0.00
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* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

2021 Strategic Plan Initiatives

ID	Goal	Initiative
3.9	Building Community & Collaborative Relationships	Provide strategic city services and community partnerships to improve citizen quality of life by collaborating with other governmental agencies and military installations
4.9	Excelling in City Services	Provide excellent and sustainable delivery of core services by making data driven investments and decisions, in order to become an Employer of Choice
4.10	Excelling in City Services	Invest in the Human Resource function by supporting continuous improvement and cross departmental collaboration to improve service delivery to citizens

Note: The ID number above corresponds to the Initiatives described in the City Strategic Plan, pg. 17.

Community Diversity & Outreach

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | Michael.Sullivan@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$0	\$0	\$93,706	\$253,086	\$159,380
	Total	\$0	\$0	\$93,706	\$253,086	\$159,380
	Positions					
	General Fund	0.00	0.00	1.00	1.00	0.00
	Total	0.00	0.00	1.00	1.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

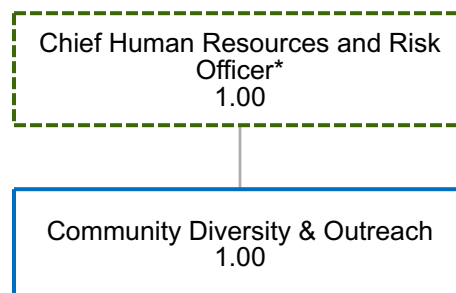
Significant Changes vs. 2020

- Increase of approximately \$146,000 in the General Fund mainly to fund existing positions and medical and dental cost adjustments
- Increase of approximately \$13,000 for operating costs after division was established during 2020

Community Diversity & Outreach - Overview

The Community Diversity & Outreach Programs Division provides a direct link from the City to diverse community groups through programming, dialogue and outreach. The Community Diversity & Outreach Programs Division is a champion for diversity for the City of Colorado Springs and develops community outreach programs to ensure that diverse perspectives are listened to and included in local government programs, services and civic conversations. This division represents the City on community diversity efforts and collaborates with stakeholders, community groups, not-for-profit organizations and business leaders to ensure initiatives, resources, and tools are effectively utilized to evaluate and enhance programming. The Community Diversity & Outreach Programs Division is externally facing and citizen focused and creates a space for diversity and collaboration in our community. Funding for this division is provided by the General Fund.

Community Diversity & Outreach - Organizational Chart



* The Chief Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 Budget for the General Fund.

Community Diversity & Outreach - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$0	\$0	\$0	\$80,124	\$226,086	\$145,962
	Operating	0	0	0	11,582	25,000	13,418
	Capital Outlay	0	0	0	2,000	2,000	0
	Total	\$0	\$0	\$0	\$93,706	\$253,086	\$159,380
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Community Diversity & Outreach Manager		0.00	0.00	1.00	1.00	0.00
	Total Positions		0.00	0.00	1.00	1.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Community Diversity & Outreach - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	Community Diversity & Outreach division established	\$93,706
	Total During 2020	\$93,706
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$62,150
	Increase to fund medical and dental cost adjustments	1,086
	Increase to fund seasonal temporary budget for interns	82,726
	Total Salaries/Benefits/Pensions	\$145,962
	Operating	
	Net increase to fund operating budget for newly established division	\$8,418
	Transfer of Community Outreach funding from the Employment Services division	5,000
	Total Operating	\$13,418
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	CIP	
	None	\$0
	Total CIP	\$0
	Total For 2021	\$159,380

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	Add 1.00 FTE Community Diversity & Outreach Manager	1.00
	Total During 2020	1.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Community Diversity & Outreach

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	0	0	0	55,680	111,316	55,636
51220 - SEASONAL TEMPORARY	0	0	0	8,333	82,726	74,393
51610 - PERA	0	0	0	6,721	15,829	9,108
51615 - WORKERS COMPENSATION	0	0	0	0	278	278
51620 - EQUITABLE LIFE INSURANCE	0	0	0	295	451	156
51640 - DENTAL INSURANCE	0	0	0	229	544	315
51670 - PARKING FOR EMPLOYEES	0	0	0	125	0	(125)
51690 - MEDICARE	0	0	0	928	1,614	686
51696 - ADVANTAGE HD MED PLAN	0	0	0	7,500	12,578	5,078
51697 - HRA BENEFIT TO ADV MED PLAN	0	0	0	313	750	437
Salaries/Benefits/Pensions Total	0	0	0	80,124	226,086	145,962
Operating						
52105 - MISCELLANEOUS OPERATING	0	0	0	417	1,000	583
52110 - OFFICE SUPPLIES	0	0	0	208	500	292
52111 - PAPER SUPPLIES	0	0	0	208	500	292
52122 - CELL PHONES EQUIP AND SUPPLIES	0	0	0	375	900	525
52125 - GENERAL SUPPLIES	0	0	0	208	500	292
52135 - POSTAGE	0	0	0	208	500	292
52575 - SERVICES	0	0	0	4,167	8,000	3,833
52605 - CAR MILEAGE	0	0	0	83	200	117
52607 - CELL PHONE ALLOWANCE	0	0	0	375	900	525
52615 - DUES AND MEMBERSHIP	0	0	0	104	250	146
52625 - MEETING EXPENSES IN TOWN	0	0	0	1,042	2,500	1,458
52630 - TRAINING	0	0	0	417	1,000	583
52645 - SUBSCRIPTIONS	0	0	0	104	250	146
52655 - TRAVEL OUT OF TOWN	0	0	0	104	250	146
52775 - MINOR EQUIPMENT	0	0	0	104	250	146
52874 - OFFICE SERVICES PRINTING	0	0	0	208	500	292
65163 - COMMUNITY OUTREACH	0	0	0	1,250	5,000	3,750
65361 - RELOCATION ASSISTANCE	0	0	0	2,000	2,000	0
Operating Total	0	0	0	11,582	25,000	13,418
Capital Outlay						
53030 - FURNITURE AND FIXTURES	0	0	0	2,000	2,000	0
Capital Outlay Total	0	0	0	2,000	2,000	0
Total Expense	0	0	0	93,706	253,086	159,380
Grand Total	0	0	0	93,706	253,086	159,380

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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Employment Services

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | Michael.Sullivan@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$2,032,681	\$2,228,056	\$2,168,786	\$2,284,110	\$115,324
	Employee Benefits Self-Ins. Fund	33,719,036	36,512,109	36,483,709	38,077,669	1,593,960
	Total	\$35,751,717	\$38,740,165	\$38,652,495	\$40,361,779	\$1,709,284
	Positions					
	General Fund	19.00	19.00	21.00	21.00	0.00
	Employee Benefits Self-Ins. Fund	4.00	4.00	4.00	4.00	0.00
	Total	23.00	23.00	25.00	25.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$90,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021
- Increase of \$30,000 in the General Fund to fund contractual obligations for increased software costs
- Increase of approximately \$1.6 million in the Employee Benefits Self-Insurance Fund mainly due to projected increases in medical and dental claims costs and associated contingent fund budgets

Employment Services - Overview

Employment Services - General Fund

The Employment Services Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Services Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification and compensation; employee relations assistance; coordination of performance evaluations; employee training; course offerings; equity, diversity and inclusion resources; job reassignments due to disabilities; the disciplinary process; maintenance of employee files; and act as strategic business partners to the Directors and Chiefs. Funding for the Employment Division is provided by the General Fund. City enterprises and Internal Service Funds that receive services pay an allocated charge for services.

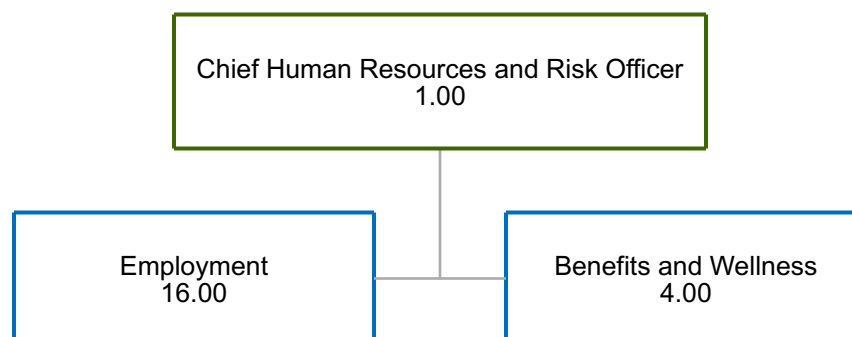
Benefits and Wellness – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section designs and administers employee benefit plans and promotes health and wellness. The Benefits and Wellness section strives to design a healthcare plan that offers comprehensive benefits in a cost effective manner which incorporates wellness, prevention and health management programs for active employees, retirees, and their dependents to improve and maintain healthy lifestyle habits that help control costs. The Benefits and Wellness section provides managed healthcare using a self-insured medical and dental plan along with insurance benefits for vision, life, accidental death, voluntary term life, long-term care, short and long-term disability, and flexible spending accounts. Funding for the Benefits and Wellness program is provided through health plan monthly premiums which are shared between the employee and employer.

City Employee Medical Clinic and Pharmacy – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section oversees an outsourced City Employee Medical Clinic and Pharmacy which provides significant cost savings to both the City and employees. The City Employee Medical Clinic and Pharmacy are available to all City and Colorado Springs Utilities employees and their families who are on the respective medical insurance plan. Funding for the City Employee Medical Clinic and Pharmacy is provided through health plan enrollee monthly premiums which are shared between the employee and employer, through co-payments by clinic and pharmacy users.

Employment Services - Organizational Chart



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 Budget for each fund including General Fund and Employee Benefits Self-Insurance Fund.

Employment Services - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$1,546,929	\$1,902,625	\$2,119,799	\$2,112,799	\$2,197,016	\$84,217
	Operating	123,678	128,132	107,757	55,487	87,094	31,607
	Capital Outlay	6,241	1,924	500	500	0	(500)
	Total	\$1,676,848	\$2,032,681	\$2,228,056	\$2,168,786	\$2,284,110	\$115,324
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Administrative Technician		1.00	1.00	0.00	0.00	0.00
	Analyst I		1.00	1.00	0.00	0.00	0.00
	Analyst II		1.00	1.00	2.00	2.00	0.00
	Assistant Human Resources Dir		1.00	1.00	1.00	1.00	0.00
	Chief Human Resources Officer		1.00	1.00	1.00	1.00	0.00
	Equality, Diversity, and Inclusion Specialist II		0.00	0.00	1.00	1.00	0.00
	HR Supervisor		2.00	2.00	2.00	2.00	0.00
	HR Technician I		1.00	1.00	4.00	4.00	0.00
	HR Technician II		1.00	1.00	2.00	2.00	0.00
	HRIS Specialist		1.00	1.00	0.00	0.00	0.00
	Human Resource Business Partner		3.00	3.00	2.00	2.00	0.00
	Human Resources Manager		3.00	3.00	2.00	2.00	0.00
	Recruiter		1.00	1.00	2.00	2.00	0.00
	Senior Analyst		1.00	1.00	0.00	0.00	0.00
	Senior HR Business Partner		0.00	0.00	1.00	1.00	0.00
Senior HRIS Specialist		1.00	1.00	0.00	0.00	0.00	
Senior OD Specialist		0.00	0.00	1.00	1.00	0.00	
Total Positions		19.00	19.00	21.00	21.00	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Employment Services - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$59,270)
	Total During 2020	(\$59,270)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$64,286
	Increase to fund pay progression	34,037
	Increase to fund medical and dental cost adjustments	18,671
	Increase to fund employee parking	1,560
	Decrease due to hiring delay in 2021	(28,230)
	Redistribution of 2020 Operating Reductions from Operating to Salaries/Benefits/Pensions	(6,107)
	Total Salaries/Benefits/Pensions	\$84,217
	Operating	
	Increase to fund contractual obligations for increased software costs	\$30,000
	Redistribution of 2020 Operating Reductions from Operating to Salaries/Benefits/Pensions	6,107
	Redistribution of 2020 Operating Reductions from Operating to Capital Outlay	500
	Transfer of Community Outreach funding to the Community Diversity & Outreach division	(5,000)
	Total Operating	\$31,607
	Capital Outlay	
	Redistribution of 2020 Operating Reductions from Operating to Capital Outlay	(\$500)
	Total Capital Outlay	(\$500)
	Total For 2021	\$115,324

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	Added 1.00 FTE HR Technician I	1.00
	Added 1.00 FTE HR Technician II	1.00
	Added 1.00 FTE Equality, Diversity, and Inclusion Specialist II	1.00
	Added 1.00 FTE Analyst II	1.00
	Eliminated 1.00 FTE Human Resources Manager	(1.00)
	Eliminated 1.00 FTE HR Supervisor	(1.00)
	Total During 2020	2.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Employment Services - Benefits Self-Insurance Fund: Summary, Funding, and Position Changes

Employee Benefits Self-Insurance Fund	Source of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Clinical Co Pay	\$177,736	\$195,201	\$140,700	\$140,700	\$140,700	\$0
	Interest/Other	1,166,689	1,253,128	0	0	0	0
	Employee & Employer Premiums	28,119,780	33,486,209	34,371,409	34,371,409	35,936,969	1,565,560
	Draw or (Contribution)**	2,307,420	(1,215,502)	2,000,000	1,971,600	2,000,000	28,400
	Total	\$31,771,625	\$33,719,036	\$36,512,109	\$36,483,709	\$38,077,669	\$1,593,960
	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$319,440	\$405,431	\$425,700	\$425,700	\$435,041	\$9,341
	Operating	31,450,483	33,312,558	33,885,055	33,856,655	36,230,009	2,373,354
	Operating - Contingency	0	0	2,200,354	2,200,354	1,411,619	(788,735)
	Capital Outlay	1,702	1,047	1,000	1,000	1,000	0
	Total	\$31,771,625	\$33,719,036	\$36,512,109	\$36,483,709	\$38,077,669	\$1,593,960
	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget	
	Analyst I	0.00	0.00	1.00	1.00	0.00	
	HR Technician I	1.00	1.00	1.00	1.00	0.00	
	HR Technician II	1.00	1.00	0.00	0.00	0.00	
	Human Resources Manager	1.00	1.00	1.00	1.00	0.00	
	Senior Analyst	1.00	1.00	1.00	1.00	0.00	
	Total Positions	4.00	4.00	4.00	4.00	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

** The difference between actual premiums collected and the payout of claims.

Employment Services - Benefits Self-Insurance Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$28,400)
	Total During 2020	(\$28,400)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$137)
	Increase to fund pay progression	5,285
	Increase to fund medical and dental cost adjustments	3,713
	Increase to fund employee parking	480
	Total Salaries/Benefits/Pensions	\$9,341
	Operating	
	Net increase in operating expenses, mainly due to projected increases in medical claims costs	\$2,373,354
	Decrease in contingent funds	(788,735)
	Total Operating	\$1,584,619
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$1,593,960

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Employment Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	1,211,488	1,482,971	1,629,222	1,629,222	1,672,491	43,269
51210 - OVERTIME	3,516	175	500	500	500	0
51220 - SEASONAL TEMPORARY	0	884	7,000	7,000	0	(7,000)
51230 - SHIFT DIFFERENTIAL	51	0	0	0	0	0
51245 - RETIREMENT TERM VACATION	3,301	4,660	0	0	0	0
51260 - VACATION BUY PAY OUT	7,646	7,889	2,000	2,000	2,000	0
51290 - BUDGET TRANSFER	0	0	0	(7,000)	0	7,000
51299 - SALARIES REIMBURSEMENTS	(13,044)	(14,122)	0	0	0	0
51610 - PERA	158,962	195,737	230,998	230,998	243,706	12,708
51615 - WORKERS COMPENSATION	3,061	3,740	4,146	4,146	4,285	139
51620 - EQUITABLE LIFE INSURANCE	3,374	4,182	6,092	6,092	6,496	404
51640 - DENTAL INSURANCE	6,592	7,806	8,398	8,398	9,344	946
51670 - PARKING FOR EMPLOYEES	3,272	3,998	4,040	4,040	5,600	1,560
51690 - MEDICARE	16,998	20,916	24,033	24,033	24,851	818
51695 - CITY EPO MEDICAL PLAN	34,421	28,671	30,018	30,018	13,955	(16,063)
51696 - ADVANTAGE HD MED PLAN	100,118	145,730	163,602	163,602	202,288	38,686
51697 - HRA BENEFIT TO ADV MED PLAN	7,173	9,388	9,750	9,750	11,500	1,750
Salaries/Benefits/Pensions Total	1,546,929	1,902,625	2,119,799	2,112,799	2,197,016	84,217
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(52,270)	0	52,270
52105 - MISCELLANEOUS OPERATING	2,822	156	3,289	3,289	0	(3,289)
52110 - OFFICE SUPPLIES	3,237	2,027	4,026	4,026	2,026	(2,000)
52111 - PAPER SUPPLIES	461	27	1,212	1,212	1,212	0
52120 - COMPUTER SOFTWARE	1,520	376	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	472	176	1,500	1,500	0	(1,500)
52125 - GENERAL SUPPLIES	1,732	1,172	1,250	1,250	1,250	0
52135 - POSTAGE	100	55	500	500	500	0
52575 - SERVICES	5,934	327	9,147	9,147	34,147	25,000
52590 - TEMPORARY EMPLOYMENT	14,606	0	3,000	3,000	0	(3,000)
52605 - CAR MILEAGE	298	0	200	200	200	0
52607 - CELL PHONE ALLOWANCE	900	2,325	1,000	1,000	3,600	2,600
52615 - DUES AND MEMBERSHIP	2,254	1,164	675	675	0	(675)
52625 - MEETING EXPENSES IN TOWN	1,859	3,003	2,350	2,350	850	(1,500)
52630 - TRAINING	7,271	29,966	7,250	7,250	4,250	(3,000)
52645 - SUBSCRIPTIONS	1,389	1,429	2,500	2,500	500	(2,000)
52655 - TRAVEL OUT OF TOWN	1,593	9,125	2,000	2,000	1,000	(1,000)
52705 - COMMUNICATIONS	16	0	0	0	0	0
52735 - TELEPHONE LONG DIST CALLS	0	0	329	329	0	(329)
52738 - CELL PHONE BASE CHARGES	4,420	2,696	400	400	1,780	1,380
52775 - MINOR EQUIPMENT	2,270	2,269	350	350	350	0
52776 - PRINTER CONSOLIDATION COST	2,230	2,091	4,000	4,000	3,000	(1,000)
52795 - RENTAL OF EQUIPMENT	0	0	50	50	0	(50)
52874 - OFFICE SERVICES PRINTING	1,579	2,231	729	729	2,229	1,500
65160 - RECRUITMENT	2,081	4,234	5,000	5,000	3,200	(1,800)
65163 - COMMUNITY OUTREACH	7,042	4,794	5,000	5,000	0	(5,000)
65353 - DIVERSITY	12,789	22,607	51,000	51,000	26,000	(25,000)

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Employment Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
65358 - LRC & LEADERSHIP DEV	44,803	30,882	1,000	1,000	1,000	0
65361 - RELOCATION ASSISTANCE	0	5,000	0	0	0	0
Operating Total	123,678	128,132	107,757	55,487	87,094	31,607
Capital Outlay						
53010 - OFFICE MACHINES	5,015	0	0	0	0	0
53020 - COMPUTERS NETWORKS	0	724	0	0	0	0
53030 - FURNITURE AND FIXTURES	1,226	1,200	500	500	0	(500)
Capital Outlay Total	6,241	1,924	500	500	0	(500)
Grand Total	1,676,848	2,032,681	2,228,056	2,168,786	2,284,110	115,324

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

504 - EMPLOYEE BENEFITS SELF-INSURANCE FUND Employment Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	244,667	296,767	311,522	311,522	330,746	19,224
51210 - OVERTIME	790	285	1,500	1,500	1,500	0
51240 - RETIREMENT TERMINATION SICK	(9,258)	966	0	0	0	0
51245 - RETIREMENT TERM VACATION	2,509	3,044	0	0	0	0
51260 - VACATION BUY PAY OUT	2,092	2,065	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(3,060)	(3,327)	0	0	0	0
51610 - PERA	31,469	37,863	43,398	43,398	47,032	3,634
51615 - WORKERS COMPENSATION	1,653	1,925	778	778	826	48
51620 - EQUITABLE LIFE INSURANCE	681	827	1,096	1,096	1,266	170
51640 - DENTAL INSURANCE	1,694	2,006	1,986	1,986	1,632	(354)
51670 - PARKING FOR EMPLOYEES	888	976	1,440	1,440	1,920	480
51690 - MEDICARE	3,356	4,034	4,517	4,517	4,796	279
51696 - ADVANTAGE HD MED PLAN	39,373	54,988	56,463	56,463	43,073	(13,390)
51697 - HRA BENEFIT TO ADV MED PLAN	2,586	3,012	3,000	3,000	2,250	(750)
Salaries/Benefits/Pensions Total	319,440	405,431	425,700	425,700	435,041	9,341
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(28,400)	0	28,400
52110 - OFFICE SUPPLIES	2,185	2,956	3,000	3,000	2,650	(350)
52111 - PAPER SUPPLIES	204	139	296	296	296	0
52115 - MEDICAL SUPPLIES	12,913	23,036	20,000	20,000	30,000	10,000
52116 - PHARMACEUTICALS	31,959	44,686	44,800	44,800	54,800	10,000
52120 - COMPUTER SOFTWARE	1,206	502	0	0	0	0
52125 - GENERAL SUPPLIES	0	0	800	800	800	0
52135 - POSTAGE	4,122	3,774	8,500	8,500	8,500	0
52305 - MAINT SOFTWARE	22,878	26,144	30,000	30,000	30,000	0
52460 - MEDICAL SERVICE	698,006	739,692	815,000	815,000	854,950	39,950
52560 - PARKING SERVICES	3,729	3,689	4,000	4,000	4,000	0
52573 - CREDIT CARD FEES	1,117	1,123	1,000	1,000	1,200	200
52575 - SERVICES	222,835	277,445	305,000	305,000	380,800	75,800
52590 - TEMPORARY EMPLOYMENT	0	0	4,000	4,000	0	(4,000)
52615 - DUES AND MEMBERSHIP	7,075	5,989	5,700	5,700	6,200	500
52625 - MEETING EXPENSES IN TOWN	34	0	0	0	0	0
52630 - TRAINING	889	3,418	5,850	5,850	3,850	(2,000)
52645 - SUBSCRIPTIONS	0	300	0	0	0	0
52655 - TRAVEL OUT OF TOWN	1,730	5,114	2,000	2,000	100	(1,900)
52705 - COMMUNICATIONS	4,520	4,520	4,000	4,000	4,000	0
52735 - TELEPHONE LONG DIST CALLS	96	136	150	150	0	(150)
52738 - CELL PHONE BASE CHARGES	480	462	1,000	1,000	1,000	0
52740 - GENERAL INSURANCE-CITY	0	0	3,500	3,500	3,500	0
52775 - MINOR EQUIPMENT	1,627	800	3,000	3,000	3,000	0
52776 - PRINTER CONSOLIDATION COST	5,556	5,696	8,000	8,000	8,000	0
52874 - OFFICE SERVICES PRINTING	11,273	12,039	10,800	10,800	10,800	0
60139 - VISION CLAIM EXPENSES	413,827	427,356	424,000	424,000	424,000	0
60140 - MEDICAL CLAIMS EXPENSES	19,040,757	19,685,855	20,628,370	20,628,370	21,282,719	654,349
60170 - HRA BENEFIT EXPENSE	1,104,425	1,158,628	1,140,000	1,140,000	1,219,250	79,250
60171 - WELLNESS PROGRAM	21,605	13,016	15,000	15,000	15,000	0

City of Colorado Springs Budget Detail Report

504 - EMPLOYEE BENEFITS SELF-INSURANCE FUND Employment Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
60231 - CLAIMS INCURRED NOT REPORT	(116,000)	(195,000)	0	0	0	0
60238 - PRESCRIPTION ADMIN FEES	164,510	176,365	170,000	170,000	182,585	12,585
60239 - PRESCRIPTION CLAIM EXPENSES	5,054,673	5,860,613	5,261,325	5,261,325	6,373,060	1,111,735
60240 - DENTAL ADMINISTRATIVE FEES	102,687	106,412	106,000	106,000	106,000	0
60241 - DENTAL CLAIM EXPENSES	2,280,724	2,414,261	2,335,625	2,335,625	2,554,244	218,619
60243 - DIABETES TEN CITY CHALLENGE	79,150	85,416	78,000	78,000	78,000	0
60244 - MEDICAL ADMINISTRATIVE FEES	486,034	508,837	581,000	581,000	660,000	79,000
60245 - BRIDGES TO EXCELLENCE	44,355	24,016	40,000	40,000	20,000	(20,000)
60286 - UTILIZATION MGMT	840,288	906,777	844,500	844,500	886,725	42,225
65140 - CONTINGENT FUNDS	0	0	2,200,354	2,200,354	1,411,619	(788,735)
65145 - CITY HEALTH MISC MEDICAL	9,786	7,641	0	0	0	0
65220 - REINSURANCE COSTS	392,273	446,451	542,839	542,839	569,980	27,141
65365 - HEALTH PROGRAMS	496,955	524,254	438,000	438,000	450,000	12,000
Operating Total	31,450,483	33,312,558	36,085,409	36,057,009	37,641,628	1,584,619
Capital Outlay						
53030 - FURNITURE AND FIXTURES	1,702	1,047	1,000	1,000	1,000	0
Capital Outlay Total	1,702	1,047	1,000	1,000	1,000	0
Grand Total	31,771,625	33,719,036	36,512,109	36,483,709	38,077,669	1,593,960
Revenue						
40113 - MISCELLANEOUS	25,102	11,553	0	0	0	0
40135 - EQUITABLE LIFE RETIRED PERA	46	0	0	0	0	0
40138 - DENTAL PREMIUMS	2,463,664	2,663,884	2,667,994	2,667,994	2,722,214	54,220
40139 - VISION PREMIUMS	420,957	424,459	419,760	419,760	419,760	0
40140 - MEDICAL PREMIUMS	25,235,159	30,397,866	31,283,655	31,283,655	32,794,995	1,511,340
40143 - UTILITY CLINIC SERVICES	136,686	153,315	105,000	105,000	105,000	0
40144 - CITY CLINIC CO PAY	41,050	41,886	35,700	35,700	35,700	0
40169 - EMPLOYEE ASSIST PROGRAM	(671)	(462)	0	0	0	0
40170 - HRA BENEFIT	1,138,819	1,223,935	0	0	0	0
44025 - CASH OVER SHORT	0	(85)	0	0	0	0
45768 - UNCLAIMED PROPERTY DISPOSITION	3,393	18,187	0	0	0	0
Revenue Total	29,464,205	34,934,538	34,512,109	34,512,109	36,077,669	1,565,560

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Office of Accessibility

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | Michael.Sullivan@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$403,273	\$480,408	\$472,658	\$473,598	\$940
	General Fund - CIP	296,194	600,000	600,000	750,000	150,000
	Total	\$699,467	\$1,080,408	\$1,072,658	\$1,223,598	\$150,940
	Positions					
	General Fund	4.00	4.00	4.00	4.00	0.00
	Total	4.00	4.00	4.00	4.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

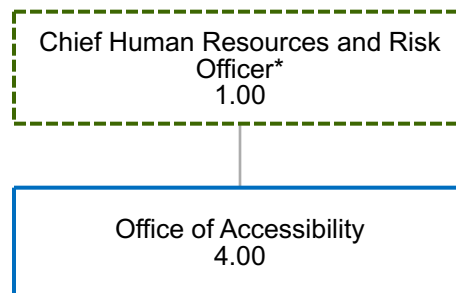
Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Decrease of approximately \$8,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021
- Increase of approximately \$7,500 due to contracted software cost increases
- Increase of \$150,000 to fund Citywide ADA Compliance projects

Office of Accessibility - Overview

The Office of Accessibility manages the Americans with Disabilities Act (ADA) program for all City assets. The Office is charged with implementing a comprehensive program to proactively address services, programs or activities, effective communication, policies and procedures, and to make its facilities and the public right of way accessible as required under the ADA laws. Funding for the Office of Accessibility is provided by the General Fund.

Office of Accessibility - Organizational Chart



* The Chief Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 Budget for each fund including the General Fund and CIP.

Office of Accessibility - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$155,900	\$369,683	\$443,408	\$443,408	\$435,053	(\$8,355)
	Operating	28,282	33,241	37,000	29,250	38,545	9,295
	Capital Outlay	8,467	349	0	0	0	0
	Total	\$192,649	\$403,273	\$480,408	\$472,658	\$473,598	\$940
	CIP	\$102,607	\$296,194	\$600,000	\$600,000	\$750,000	\$150,000
	Grand Total	\$295,256	\$699,467	\$1,080,408	\$1,072,658	\$1,223,598	\$150,940
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	ADA Coordinator		3.00	3.00	3.00	3.00	0.00
	ADA Manager		1.00	1.00	1.00	1.00	0.00
	Total Positions		4.00	4.00	4.00	4.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Office of Accessibility - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$5,950)
	One-time transfer of operating to ADA CIP Project	(1,800)
	Total During 2020	(\$7,750)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	(\$14,330)
	Increase to fund pay progression	6,390
	Increase to fund medical and dental cost adjustments	3,713
	Increase to fund employee parking	120
	Decrease due to hiring delay in 2021	(4,248)
	Total Salaries/Benefits/Pensions	(\$8,355)
	Operating	
	Increase to fund contracted software cost increases	\$7,495
	Reinstatement of 2020 one-time transfer of operating to ADA CIP Project	1,800
	Total Operating	\$9,295
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	CIP	
	Increase to fund 2021 CIP Projects	\$150,000
	Total CIP	\$150,000
	Total For 2021	\$150,940

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Office of Accessibility - CIP Program

CIP Program	Project	General Fund	Total Allocation
	Citywide ADA Compliance Projects	750,000	750,000
	Total 2021 CIP	\$750,000	\$750,000

*The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget.

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Office of Accessibility

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	125,006	287,341	326,028	326,028	332,788	6,760
51245 - RETIREMENT TERM VACATION	0	152	0	0	0	0
51260 - VACATION BUY PAY OUT	1,741	280	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(2,192)	(3,825)	0	0	0	0
51610 - PERA	16,538	37,234	46,050	46,050	47,927	1,877
51615 - WORKERS COMPENSATION	317	1,072	826	826	843	17
51620 - EQUITABLE LIFE INSURANCE	334	826	1,245	1,245	1,293	48
51640 - DENTAL INSURANCE	432	1,404	1,579	1,579	1,632	53
51670 - PARKING FOR EMPLOYEES	224	634	240	240	360	120
51690 - MEDICARE	1,759	3,917	4,789	4,789	4,887	98
51695 - CITY EPO MEDICAL PLAN	0	15,822	32,688	32,688	0	(32,688)
51696 - ADVANTAGE HD MED PLAN	11,111	23,277	28,463	28,463	43,073	14,610
51697 - HRA BENEFIT TO ADV MED PLAN	630	1,549	1,500	1,500	2,250	750
Salaries/Benefits/Pensions Total	155,900	369,683	443,408	443,408	435,053	(8,355)
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(7,750)	0	7,750
52110 - OFFICE SUPPLIES	188	730	2,000	2,000	2,000	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	92	1,000	1,000	1,000	0
52125 - GENERAL SUPPLIES	481	736	0	0	0	0
52305 - MAINT SOFTWARE	24,781	21,051	13,000	13,000	20,495	7,495
52575 - SERVICES	314	594	6,000	6,000	3,000	(3,000)
52578 - INTERPRETING SERVICES	0	104	0	0	0	0
52615 - DUES AND MEMBERSHIP	25	350	500	500	500	0
52625 - MEETING EXPENSES IN TOWN	0	54	1,500	1,500	1,500	0
52630 - TRAINING	0	215	3,000	3,000	3,000	0
52655 - TRAVEL OUT OF TOWN	0	2,127	1,000	1,000	1,000	0
52738 - CELL PHONE BASE CHARGES	649	2,402	3,000	3,000	3,000	0
52775 - MINOR EQUIPMENT	1,790	4,702	5,750	5,750	2,800	(2,950)
52874 - OFFICE SERVICES PRINTING	54	84	250	250	250	0
Operating Total	28,282	33,241	37,000	29,250	38,545	9,295
Capital Outlay						
53010 - OFFICE MACHINES	7,298	349	0	0	0	0
53030 - FURNITURE AND FIXTURES	1,169	0	0	0	0	0
Capital Outlay Total	8,467	349	0	0	0	0
Total Expense	192,649	403,273	480,408	472,658	473,598	940
CIP Total	102,607	296,194	600,000	600,000	750,000	150,000
Grand Total	295,256	699,467	1,080,408	1,072,658	1,223,598	150,940

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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Risk Management

Michael Sullivan, Chief Human Resources and Risk Officer | (719) 385-5117 | Michael.Sullivan@coloradosprings.gov

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$676,821	\$712,855	\$680,240	\$721,583	\$41,343
	Claims Reserve Fund	1,000,780	1,569,000	1,569,000	1,604,100	35,100
	Workers' Comp Fund	8,558,896	9,000,000	8,987,500	9,031,754	44,254
	Total	\$10,236,497	\$11,281,855	\$11,236,740	\$11,357,437	\$120,697
	Positions					
	General Fund	6.25	6.25	6.25	6.25	0.00
	Claims Reserve Fund	2.50	2.50	2.50	2.50	0.00
	Workers' Comp Fund	10.25	10.25	10.25	10.25	0.00
	Total	19.00	19.00	19.00	19.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$13,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021
- Increase of approximately \$28,000 in the General Fund for testing and vaccinations for front line workers
- Net increase of approximately \$25,000 in the Claims Reserve Fund to fund projected claims costs and their associated contingent fund budgets
- Increase of approximately \$43,000 in the Worker's Compensation Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments

Risk Management - Overview

The Risk Management Division serves the entire organization by ensuring compliance with statutory mandates and protecting the City's assets. The Risk Management Division assesses risk to control liability and loss exposures; processes and manages employee injury claims; manages the occupational health clinic, physical therapy clinic, promotes health and wellness; and emphasizes employee safety. Funding for specific Risk Management activities is provided by the General Fund, Claims Reserve Fund, and Workers' Compensation Fund. City Enterprises and Internal Service Funds pay an allocated charge for services.

Safety

The Safety section ensures that employees have the knowledge and skills to safely perform job duties and administers a cost-effective program designed for safety awareness, employee feedback, guidance in training, and prevention of employee injuries. The highest practical degree of care will be used in complying with safety and health standards. Funding for the Safety program is provided by the General Fund. City Enterprises and Internal Service Funds that receive services pay an allocated charge for Safety services.

Liability Claims Administration – Claims Reserve Fund

The Liability Claims section investigates, evaluates, and settles all liability claims brought under state and federal laws for both the City and Colorado Springs Utilities. The claims adjusters investigate the legal liability associated with the claims, negotiate settlement, and defend claims that lack merit. By placing a high priority on handling claims efficiently, this section is able to provide a cost-effective service that is competitive with external public liability claims service providers. City enterprises and Internal Service Funds that receive services contribute annually to the fund, along with an allocated charge for liability claims services.

Workers' Compensation Claims Administration – Workers' Compensation Fund

The Workers' Compensation section manages and controls workers' compensation claims and strives to help employees recover from work-related injuries and return to work as soon as possible. The adjusters are able to provide prompt and fair resolution of claims. All direct costs associated with administering claims, medical, indemnity, physical therapy, and occupational therapy are budgeted in this fund.

According to City Code §1.5.602, "The workers' compensation claim reserve fund shall maintain reserves to provide for contingency so that in any year the contribution of the workers' compensation claim reserve funds from other funds is adequate to cover the actual expenses in that year." Funding for the Workers' Compensation Fund is provided through payroll charges based upon job classification codes set by the National Council on Compensation Insurance, Inc. (NCCI), with a greater amount charged for positions with greater risk of injury. These rates are set so as to contribute to the fund from all funding sources an amount projected to be adequate to cover the actual expenses of that year. City enterprises and Internal Service Funds that receive services pay an allocated charge for indirect costs allocated to the Workers' Compensation Fund.

Injury leave pay is not budgeted in the Workers' Compensation Fund - all pay is budgeted in department and division budgets. Injury pay is charged to department and division budgets during the year and at the end of the year, those expenses will be transferred to the Workers' Compensation Fund to reflect all costs associated with Workers' Compensation related injuries.

Risk Management - Overview (con't)

Physical Therapy Clinic – Workers' Compensation Fund

The Physical Therapy Clinic falls under the Workers' Compensation section. The Physical Therapy Clinic provides services to both City and Colorado Springs Utilities employees with work related injuries. The Physical Therapy Clinic has two therapists and a physical therapy assistant with multiple certifications including manual physical therapy, dry needling, massage therapy and functional movement screening. This clinic is located in the City Administration Building which makes it convenient for many City and Utilities employees. By comparing the services with the Colorado fee schedule, a cost savings of greater than \$180,000 per year is realized for the Workers' Compensation Fund. City enterprises and Internal Service Funds that use Physical Therapy Clinic services for Workers' Compensation related injuries pay an allocated charge for those services. Colorado Springs Utilities is billed directly for physical therapy services.

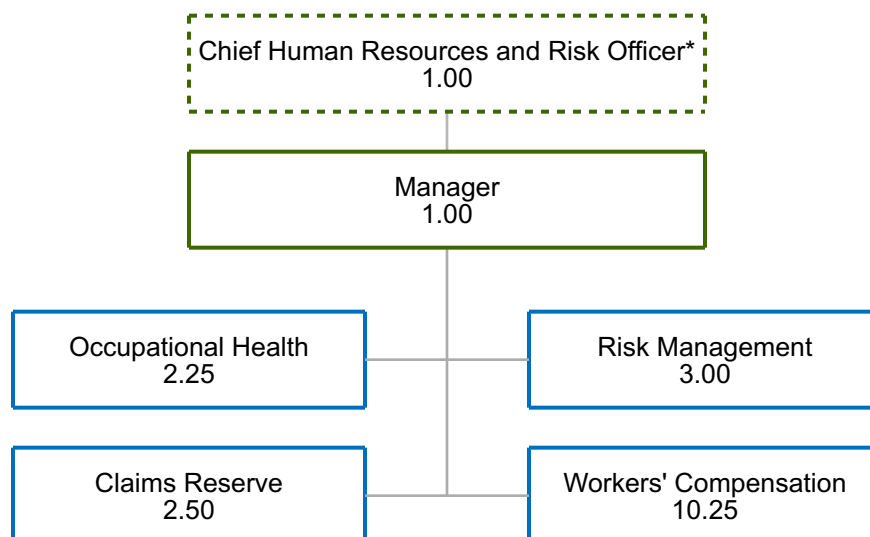
Occupational Health Clinic – Workers' Compensation Fund

The clinic's primary function is to provide services at the clinic for work related injuries and is funded by the Workers' Compensation Fund. This function provides over \$125,000 in annual cost savings to the fund when comparing the services provided with the Colorado Workers' Compensation fee schedule. City enterprises and Internal Service Funds that use Occupational Health Clinic services for Workers' Compensation related injuries pay an allocated charge for those services.

Occupational Health Clinic – General Fund

The City owns and operates an Occupational Health Clinic. In addition to the primary service, the Clinic performs ergonomic assessments, annual physicals, CDL physicals, VNI entry and exit physicals, pre-employment physicals for sworn employees, and hearing tests for employees who work in areas with noise pollution. The Clinic began doing all pre-employment drug screenings in the fall of 2010. Located in the City Administration Building, the clinic is convenient for many City employees. City enterprises and Internal Service Funds that use these types of Occupational Health Clinic services pay an allocated charge for Occupational Health Clinic services. Non-General Fund users are direct billed for drug tests.

Risk Management - Organizational Chart



* The Chief Human Resources and Risk Officer is funded out of the Employment Services budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 Budget for each fund including General Fund, Claims Reserve Fund, and Workers' Compensation Fund.

Risk Management - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$532,711	\$549,629	\$584,420	\$584,420	\$597,393	\$12,973
	Operating	104,242	127,192	128,435	95,820	124,190	28,370
	Total	\$636,953	\$676,821	\$712,855	\$680,240	\$721,583	\$41,343
	Revenue	\$63,091	\$58,900	\$187,629	\$187,629	\$103,910	(\$83,719)
			2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Position Title						
	Manager		1.00	1.00	1.00	1.00	0.00
	Medical Assistant		0.50	0.50	0.50	0.50	0.00
	Occupational Nurse Practitioner/Physicians Assistant		0.50	0.50	0.50	0.50	0.00
	Office Specialist		1.00	1.00	1.00	1.00	0.00
	Risk Supervisor		0.25	0.25	0.25	0.25	0.00
	Safety Specialist		1.00	1.00	1.00	1.00	0.00
	Senior Analyst		1.00	1.00	1.00	1.00	0.00
	Senior Office Specialist		1.00	1.00	1.00	1.00	0.00
Total Positions		6.25	6.25	6.25	6.25	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Risk Management - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$32,615)
	Total During 2020	(\$32,615)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$9,971
	Increase to fund pay progression	3,382
	Increase to fund medical and dental cost adjustments	5,048
	Increase to fund employee parking	360
	Decrease due to hiring delay in 2021	(5,788)
	Total Salaries/Benefits/Pensions	\$12,973
	Operating	
	Increase for testing and vaccinations for front line workers	\$28,250
	Increase to fund parking expenses for city vehicles	120
	Total Operating	\$28,370
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$41,343

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Risk Management - Claims Reserve Fund: Summary, Funding, and Position Changes

Claims Reserve Fund	Source of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Enterprise Contributions	\$12,766	\$37,766	\$11,500	\$11,500	\$11,500	\$0
	General Fund Contribution	1,550,000	1,550,004	1,550,000	1,550,000	1,550,000	0
	Interest/Other	69,668	110,271	7,500	7,500	42,600	35,100
	Draw/ (Contribution) to Fund Balance	(969,923)	(697,261)	0	0	0	0
	Total	\$662,511	\$1,000,780	\$1,569,000	\$1,569,000	\$1,604,100	\$35,100
	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$183,715	\$187,478	\$202,651	\$202,651	\$211,318	\$8,667
	Operating	478,796	813,302	1,324,552	1,324,552	1,325,673	1,121
	Operating - Contingency for Claims **	0	0	41,797	41,797	67,109	25,312
	Total	\$662,511	\$1,000,780	\$1,569,000	\$1,569,000	\$1,604,100	\$35,100
	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget	
	Claims Adjuster II	1.00	1.00	1.00	1.00	0.00	
	Risk Supervisor	0.25	0.25	0.25	0.25	0.00	
	Senior Office Specialist	1.25	1.25	1.25	1.25	0.00	
	Total Positions	2.50	2.50	2.50	2.50	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

** Modified the budget practice for the Claims Fund to better reflect expected claims costs and the amount appropriated for contingencies.

Risk Management - Claims Reserve Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	\$0
	Total During 2020	\$0
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$4,946
	Increase to fund pay progression	1,495
	Increase to fund medical and dental cost adjustments	2,226
	Total Salaries/Benefits/Pensions	\$8,667
	Operating	
	Net increase to match anticipated expenditures	\$1,121
	Increase in contingent funding	25,312
	Total Operating	\$26,433
	Total For 2021	\$35,100

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Risk Management - Workers' Compensation Fund: Summary, Funding, and Position Changes

Workers' Compensation Fund	Source of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Physical Therapy Clinic	\$53,226	\$84,679	\$75,000	\$75,000	\$100,000	\$25,000
	WC Payroll Chgs	7,708,243	8,231,380	7,950,118	7,950,118	8,116,553	166,435
	Interest	24,644	27,379	35,100	35,100	17,300	(17,800)
	Other Charges	5,142	19,589	0	0	26,000	26,000
	Draw/ (Contribution) to Fund Balance **	709,985	195,869	939,782	927,282	771,901	(155,381)
	Total	\$8,501,240	\$8,558,896	\$9,000,000	\$8,987,500	\$9,031,754	\$44,254
	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/ Pensions	\$795,218	\$925,196	\$991,450	\$991,450	\$1,034,662	\$43,212
	Operating	7,698,771	7,633,700	6,346,223	6,333,723	6,334,765	1,042
	Operating - Contingency for Claims ***	0	0	1,662,327	1,662,327	1,662,327	0
	Capital Outlay	7,251	0	0	0	0	0
	Total	\$8,501,240	\$8,558,896	\$9,000,000	\$8,987,500	\$9,031,754	\$44,254
	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget	
	Administrative Technician	1.00	1.00	1.00	1.00	0.00	
	Claims Adjuster I/II	1.00	1.00	1.00	1.00	0.00	
	Medical Assistant	0.50	0.50	0.50	0.50	0.00	
	Medical Only Claim Specialist	1.00	1.00	1.00	1.00	0.00	
	Occupational Nurse Practitioner/ Physicians Assistant	0.50	0.50	0.50	0.50	0.00	
	Physical Therapist Assistant	1.00	1.00	1.00	1.00	0.00	
	Physical Therapist II	2.00	2.00	2.00	2.00	0.00	
	Risk Supervisor	1.50	1.50	1.50	1.50	0.00	
	Senior Claims Adjuster	1.00	1.00	1.00	1.00	0.00	
Senior Office Specialist	0.75	0.75	0.75	0.75	0.00		
Total Positions	10.25	10.25	10.25	10.25	0.00		

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

** Appropriation spending authority requested at approximately \$9.0 million to give authority for payment of claims that arise

*** Modified the budget practice for the Workers' Compensation Fund to better reflect expected claims costs and the amount appropriated for contingencies.

Risk Management - Workers' Compensation Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$12,500)
	Total During 2020	(\$12,500)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$17,857
	Increase to fund pay progression	12,516
	Increase to fund medical and dental cost adjustments	12,119
	Increase to fund employee parking	720
	Total Salaries/Benefits/Pensions	\$43,212
	Operating	
	Net increase to match anticipated expenditures	\$1,042
	Total Operating	\$1,042
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$44,254

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	418,283	424,535	444,236	444,236	455,184	10,948
51245 - RETIREMENT TERM VACATION	0	351	0	0	0	0
51260 - VACATION BUY PAY OUT	1,320	567	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(1,286)	(1,940)	0	0	0	0
51610 - PERA	55,208	55,796	62,743	62,743	65,550	2,807
51615 - WORKERS COMPENSATION	1,049	1,063	1,125	1,125	1,257	132
51620 - EQUITABLE LIFE INSURANCE	1,161	1,210	1,600	1,600	1,700	100
51640 - DENTAL INSURANCE	2,337	2,474	2,645	2,645	2,460	(185)
51670 - PARKING FOR EMPLOYEES	888	1,011	2,400	2,400	2,760	360
51690 - MEDICARE	5,879	5,941	6,528	6,528	6,685	157
51695 - CITY EPO MEDICAL PLAN	0	518	0	0	0	0
51696 - ADVANTAGE HD MED PLAN	44,419	54,538	59,455	59,455	58,484	(971)
51697 - HRA BENEFIT TO ADV MED PLAN	3,453	3,565	3,688	3,688	3,313	(375)
Salaries/Benefits/Pensions Total	532,711	549,629	584,420	584,420	597,393	12,973
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(32,615)	0	32,615
52110 - OFFICE SUPPLIES	5,659	3,461	4,600	4,600	2,100	(2,500)
52111 - PAPER SUPPLIES	35	15	800	800	0	(800)
52115 - MEDICAL SUPPLIES	3,453	4,126	10,100	10,100	4,100	(6,000)
52116 - PHARMACEUTICALS	12,697	18,062	12,666	12,666	45,416	32,750
52120 - COMPUTER SOFTWARE	0	314	1,115	1,115	615	(500)
52125 - GENERAL SUPPLIES	366	877	0	0	0	0
52135 - POSTAGE	4,877	6,037	5,000	5,000	5,500	500
52140 - WEARING APPAREL	764	0	0	0	0	0
52160 - FUEL	0	21	0	0	0	0
52165 - LICENSES AND TAGS	1,332	1,332	1,550	1,550	1,550	0
52240 - MAINT NONFLEET VEHICLES EQP	0	0	50	50	50	0
52305 - MAINT SOFTWARE	25,558	34,858	30,000	30,000	19,500	(10,500)
52460 - MEDICAL SERVICE	14,552	21,146	22,375	22,375	22,375	0
52560 - PARKING SERVICES	1,084	1,263	1,020	1,020	640	(380)
52575 - SERVICES	3,394	2,005	3,584	3,584	1,944	(1,640)
52590 - TEMPORARY EMPLOYMENT	19,106	16,896	6,500	6,500	5,000	(1,500)
52615 - DUES AND MEMBERSHIP	1,691	75	1,675	1,675	1,675	0
52625 - MEETING EXPENSES IN TOWN	393	0	500	500	0	(500)
52630 - TRAINING	3,170	7,692	15,000	15,000	6,775	(8,225)
52645 - SUBSCRIPTIONS	0	0	350	350	0	(350)
52655 - TRAVEL OUT OF TOWN	0	0	1,500	1,500	0	(1,500)
52706 - WIRELESS COMMUNICATION	480	463	1,500	1,500	750	(750)
52738 - CELL PHONE BASE CHARGES	1,128	856	1,500	1,500	1,000	(500)
52775 - MINOR EQUIPMENT	929	4,318	2,050	2,050	550	(1,500)
52776 - PRINTER CONSOLIDATION COST	1,894	2,595	3,500	3,500	3,500	0
52872 - MAINT FLEET VEHICLES EQP	337	0	0	0	0	0
52874 - OFFICE SERVICES PRINTING	1,091	612	850	850	650	(200)
65160 - RECRUITMENT	252	168	650	650	500	(150)
Operating Total	104,242	127,192	128,435	95,820	124,190	28,370
Grand Total	636,953	676,821	712,855	680,240	721,583	41,343

City of Colorado Springs

Budget Detail Report

001 - GENERAL FUND
Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Revenue						
40113 - MISCELLANEOUS	786	1,222	0	0	0	0
42605 - ENT FUND UTIL ALLOCATION	62,282	57,678	187,629	187,629	103,910	(83,719)
44055 - REIMBURSEMENT ACCT	23	0	0	0	0	0
Total Revenue	63,091	58,900	187,629	187,629	103,910	(83,719)

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	138,432	141,072	150,425	150,425	156,301	5,876
51240 - RETIREMENT TERMINATION SICK	786	1,064	0	0	0	0
51245 - RETIREMENT TERM VACATION	47	138	0	0	0	0
51610 - PERA	17,974	18,658	20,978	20,978	22,226	1,248
51615 - WORKERS COMPENSATION	1,436	1,553	1,582	1,582	1,608	26
51620 - EQUITABLE LIFE INSURANCE	377	394	511	511	539	28
51640 - DENTAL INSURANCE	1,043	989	1,196	1,196	1,236	40
51670 - PARKING FOR EMPLOYEES	143	331	720	720	720	0
51690 - MEDICARE	1,916	1,969	2,181	2,181	2,266	85
51695 - CITY EPO MEDICAL PLAN	2,359	5,455	2,899	2,899	15,723	12,824
51696 - ADVANTAGE HD MED PLAN	17,915	14,709	20,721	20,721	10,011	(10,710)
51697 - HRA BENEFIT TO ADV MED PLAN	1,287	1,146	1,438	1,438	688	(750)
Salaries/Benefits/Pensions Total	183,715	187,478	202,651	202,651	211,318	8,667
Operating						
52110 - OFFICE SUPPLIES	1,122	847	1,038	1,038	938	(100)
52120 - COMPUTER SOFTWARE	0	334	500	500	500	0
52125 - GENERAL SUPPLIES	0	36	0	0	0	0
52305 - MAINT SOFTWARE	17,867	3,112	0	0	0	0
52428 - HOSTED IT SERVICES	250	46,980	86,500	86,500	86,000	(500)
52560 - PARKING SERVICES	649	602	870	870	990	120
52568 - BANK AND INVESTMENT FEES	188	462	825	825	1,826	1,001
52575 - SERVICES	100	474	5,000	5,000	5,000	0
52590 - TEMPORARY EMPLOYMENT	0	18,145	0	0	0	0
52615 - DUES AND MEMBERSHIP	36	36	100	100	100	0
52625 - MEETING EXPENSES IN TOWN	0	0	300	300	300	0
52630 - TRAINING	65	0	1,000	1,000	1,700	700
52635 - EMPLOYEE EDUCATIONL ASSISTANCE	0	0	0	0	500	500
52645 - SUBSCRIPTIONS	0	0	250	250	0	(250)
52655 - TRAVEL OUT OF TOWN	0	0	400	400	650	250
52706 - WIRELESS COMMUNICATION	480	463	750	750	750	0
52736 - CELL PHONE AIRTIME	0	0	500	500	0	(500)
52738 - CELL PHONE BASE CHARGES	434	417	400	400	400	0
52775 - MINOR EQUIPMENT	465	0	200	200	200	0
52776 - PRINTER CONSOLIDATION COST	939	711	900	900	900	0
52872 - MAINT FLEET VEHICLES EQP	0	126	0	0	100	100
52874 - OFFICE SERVICES PRINTING	25	0	200	200	0	(200)
60076 - CLAIMS PAID POLICE	324,691	201,603	0	0	0	0
60077 - CLAIMS PAID SUPPORT SERVICE	0	400	0	0	0	0
60079 - LEGAL AND ADMIN POLICE	34,891	20,543	0	0	0	0
60221 - CLAIMS PAID FIRE	12,400	95,910	0	0	0	0
60222 - CLAIMS PAID PUBLIC WORKS	8,461	260,115	0	0	0	0
60223 - CLAIMS PAID TRANSIT	900	0	0	0	0	0
60224 - CLAIMS PAID GENERAL COST	45,468	35,491	1,224,569	1,224,569	1,224,569	0
60226 - CLAIMS PAID CEMETERY	1,973	0	0	0	0	0
60228 - CLAIMS PAID PARK AND REC	3,241	31,048	0	0	0	0
65140 - CONTINGENT FUNDS	0	0	41,797	41,797	67,109	25,312

City of Colorado Springs

Budget Detail Report

502 - CLAIMS RESERVE FUND-LIABILITY Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
65160 - RECRUITMENT	0	128	250	250	250	0
65210 - ADJUST RESERVE	(29,000)	10,000	0	0	0	0
65230 - LEGAL AND ADMIN FIRE	256	1,468	0	0	0	0
65235 - LEGAL AND ADMIN PUBLIC WORK	224	256	0	0	0	0
65240 - LEGAL AND ADMIN PARK AND REC	0	675	0	0	0	0
65250 - LEGAL AND ADMIN GEN COSTS	31,573	82,920	0	0	0	0
65255 - LEGAL AND ADMIN AIRPORT	21,098	0	0	0	0	0
Operating Total	478,796	813,302	1,366,349	1,366,349	1,392,782	26,433
Grand Total	662,511	1,000,780	1,569,000	1,569,000	1,604,100	35,100
Revenue						
40224 - CONTRIBUTION FROM GOLF	4,766	4,766	3,500	3,500	3,500	0
40225 - CONTRIBUTION FROM PPHWY	5,000	5,000	5,000	5,000	5,000	0
40226 - CONTRIBUTION FROM CEMETERY	1,000	1,000	1,000	1,000	1,000	0
40230 - CONTRIBUTION FROM HUM SERV	0	25,000	0	0	0	0
40383 - CONTRIBUTION FROM DEV REVIEW	2,000	2,000	2,000	2,000	2,000	0
40650 - REIMBURSEMENT FIREFIGHTER BENE	71,187	75,239	0	0	0	0
42760 - CITY SUBROGATION	0	225	0	0	0	0
43180 - GAIN LOSS INV MKT VALUE	(5,510)	13,663	0	0	0	0
44020 - MISCELLANEOUS GENERAL	1,550,000	1,550,004	1,550,000	1,550,000	1,550,000	0
44055 - REIMBURSEMENT ACCT	0	0	0	0	26,000	26,000
45768 - UNCLAIMED PROPERTY DISPOSITION	0	65	0	0	0	0
46025 - INTEREST	3,991	21,079	7,500	7,500	16,600	9,100
Revenue Total	1,632,434	1,698,041	1,569,000	1,569,000	1,604,100	35,100

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	597,291	700,474	728,729	728,729	754,356	25,627
51210 - OVERTIME	0	142	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	3,314	(4,039)	0	0	0	0
51245 - RETIREMENT TERM VACATION	8,424	(2,293)	0	0	0	0
51260 - VACATION BUY PAY OUT	4,922	2,739	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(5,474)	(7,852)	0	0	0	0
51610 - PERA	78,052	90,038	101,618	101,618	107,265	5,647
51615 - WORKERS COMPENSATION	2,761	3,660	3,711	3,711	4,301	590
51620 - EQUITABLE LIFE INSURANCE	1,687	1,971	2,594	2,594	2,735	141
51640 - DENTAL INSURANCE	3,515	4,332	4,630	4,630	4,635	5
51670 - PARKING FOR EMPLOYEES	1,636	1,776	3,120	3,120	3,840	720
51690 - MEDICARE	8,324	9,615	10,567	10,567	10,939	372
51695 - CITY EPO MEDICAL PLAN	7,078	19,800	19,893	19,893	22,012	2,119
51696 - ADVANTAGE HD MED PLAN	78,342	99,103	110,712	110,712	118,828	8,116
51697 - HRA BENEFIT TO ADV MED PLAN	5,346	5,730	5,876	5,876	5,751	(125)
Salaries/Benefits/Pensions Total	795,218	925,196	991,450	991,450	1,034,662	43,212
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(12,500)	0	12,500
52110 - OFFICE SUPPLIES	3,505	3,996	4,800	4,800	3,500	(1,300)
52111 - PAPER SUPPLIES	1,077	2,086	1,750	1,750	2,850	1,100
52115 - MEDICAL SUPPLIES	14,290	13,152	16,500	16,500	14,525	(1,975)
52116 - PHARMACEUTICALS	6,134	5,140	4,750	4,750	5,000	250
52120 - COMPUTER SOFTWARE	0	898	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	0	43	0	0	0	0
52125 - GENERAL SUPPLIES	173	1,040	1,050	1,050	1,500	450
52135 - POSTAGE	238	337	325	325	200	(125)
52165 - LICENSES AND TAGS	0	0	100	100	0	(100)
52305 - MAINT SOFTWARE	25,744	10,714	28,000	28,000	15,000	(13,000)
52415 - CONTRACTS AND SPEC PROJECTS	0	0	0	0	15,000	15,000
52428 - HOSTED IT SERVICES	8,325	60,840	87,508	87,508	90,000	2,492
52460 - MEDICAL SERVICE	54,802	68,543	80,400	80,400	79,000	(1,400)
52560 - PARKING SERVICES	2,609	2,162	6,500	6,500	3,500	(3,000)
52568 - BANK AND INVESTMENT FEES	1,204	609	3,861	3,861	1,903	(1,958)
52575 - SERVICES	193,769	186,596	193,357	193,357	106,157	(87,200)
52590 - TEMPORARY EMPLOYMENT	2,240	10,182	1,500	1,500	7,650	6,150
52605 - CAR MILEAGE	0	64	0	0	0	0
52615 - DUES AND MEMBERSHIP	1,206	645	1,850	1,850	2,200	350
52625 - MEETING EXPENSES IN TOWN	0	0	100	100	0	(100)
52630 - TRAINING	1,308	4,463	5,350	5,350	9,500	4,150
52635 - EMPLOYEE EDUCATIONL ASSISTANCE	0	0	2,000	2,000	6,400	4,400
52645 - SUBSCRIPTIONS	190	0	200	200	200	0
52655 - TRAVEL OUT OF TOWN	602	402	3,606	3,606	2,606	(1,000)
52705 - COMMUNICATIONS	3,663	3,663	4,000	4,000	4,000	0
52735 - TELEPHONE LONG DIST CALLS	68	77	0	0	200	200
52738 - CELL PHONE BASE CHARGES	1,243	1,376	1,550	1,550	1,050	(500)

City of Colorado Springs Budget Detail Report

503 - SELF INSURANCE-WORK COMP Risk Management

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
52740 - GENERAL INSURANCE-CITY	288,491	289,733	276,516	276,516	303,312	26,796
52775 - MINOR EQUIPMENT	1,947	1,343	2,700	2,700	2,200	(500)
52776 - PRINTER CONSOLIDATION COST	5,835	6,371	8,600	8,600	8,600	0
52872 - MAINT FLEET VEHICLES EQP	0	0	750	750	0	(750)
52874 - OFFICE SERVICES PRINTING	791	917	1,100	1,100	2,100	1,000
60705 - WC STATE MANDATED SALARY	619,663	625,103	300,000	300,000	300,000	0
60707 - WC BENEFIT SALARY	317,086	385,125	200,000	200,000	200,000	0
65100 - CLAIMS AND DAMAGES CITY	4,707,614	4,994,594	3,601,500	3,601,500	3,636,312	34,812
65125 - CLAIMS AND DAMAGES UTILITIES	921,954	793,363	1,506,000	1,506,000	1,506,000	0
65140 - CONTINGENT FUNDS	0	0	1,662,327	1,662,327	1,662,327	0
65160 - RECRUITMENT	0	123	0	0	4,300	4,300
65210 - ADJUST RESERVE	513,000	160,000	0	0	0	0
Operating Total	7,698,771	7,633,700	8,008,550	7,996,050	7,997,092	1,042
Capital Outlay						
53020 - COMPUTERS NETWORKS	5,124	0	0	0	0	0
53030 - FURNITURE AND FIXTURES	2,127	0	0	0	0	0
Capital Outlay Total	7,251	0	0	0	0	0
Grand Total	8,501,240	8,558,896	9,000,000	8,987,500	9,031,754	44,254
Revenue						
40113 - MISCELLANEOUS	0	50	0	0	0	0
40132 - PHYSICAL THERAPY CLINIC	53,226	84,679	75,000	75,000	100,000	25,000
42750 - CITY INS EXCESS	7,623	0	0	0	0	0
42755 - CSU INS EXCESS	43,275	5,066	0	0	0	0
42760 - CITY SUBROGATION	68,953	80,908	0	0	0	0
42765 - CSU SUBROGATION	373	924	0	0	0	0
42770 - CITY WORKERS COMP	6,604,224	7,363,001	7,200,118	7,200,118	7,366,553	166,435
42775 - UTILITIES WORKERS COMP	983,795	781,481	750,000	750,000	750,000	0
43180 - GAIN LOSS INV MKT VALUE	5,117	19,430	0	0	0	0
44055 - REIMBURSEMENT ACCT	0	0	0	0	26,000	26,000
45665 - COPY FEES	25	28	0	0	0	0
45768 - UNCLAIMED PROPERTY DISPOSITION	0	81	0	0	0	0
46025 - INTEREST	24,644	27,379	35,100	35,100	17,300	(17,800)
Revenue Total	7,791,255	8,363,027	8,060,218	8,060,218	8,259,853	199,635

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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Procurement Services

Nicole Spindler, Manager | (719) 385-5265 | Nicole.Spindler@coloradosprings.gov

2021 Strategic Plan Initiatives

ID	Goal	Initiative
3.18	Building Community & Collaborative Relationships	Increase citywide understanding of public procurement process and regulations
3.19	Building Community & Collaborative Relationships	Increase education and outreach to local vendors
4.18	Excelling in City Services	Implement business process improvements to allow for better workflow

Note: The ID number above corresponds to the Initiatives described in the City Strategic Plan, pg. 17.

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$620,545	\$687,072	\$676,859	\$693,319	\$16,460
	Total	\$620,545	\$687,072	\$676,859	\$693,319	\$16,460
	Positions					
	General Fund	7.00	7.00	7.00	7.00	0.00
	Total	7.00	7.00	7.00	7.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$16,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021

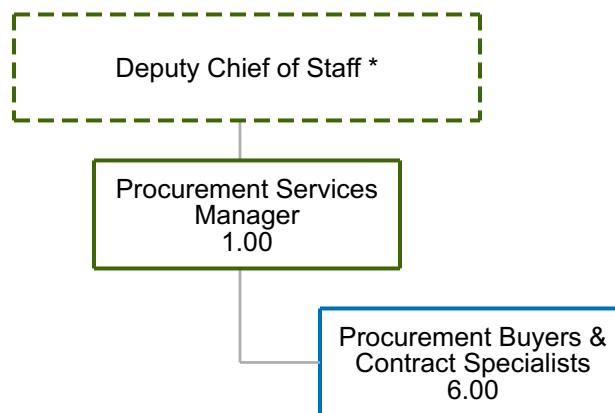
Procurement Services - Overview

Procurement Services provides solicitation, negotiation, and award of purchase orders and contracts for all City departments as well as the Pikes Peak Rural Transportation Authority (PPRTA) and 2C2 programs, while maintaining competitiveness, innovation, and compliance with procurement laws.

Procurement Services is responsible for 3,300 purchase orders, task orders, and formal contracts totaling over \$187 million annually.

Procurement Services is also responsible for the administration and oversight of the City's Visa card program including training, auditing and compliance.

Procurement Services - Organizational Chart



- * The Deputy Chief of Staff position is funded as part of the Mayor's Office budget. This position is not reflected in the position count in the Budget Summary on the following page.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 General Fund Budget.

Procurement Services - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$551,613	\$574,838	\$633,822	\$633,822	\$650,282	\$16,460
	Operating	19,271	45,707	53,250	43,037	43,037	0
	Total	\$570,884	\$620,545	\$687,072	\$676,859	\$693,319	\$16,460
	Revenue	\$148,911	\$133,412	\$145,000	\$145,000	\$145,000	\$0
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Contracting Specialist I		1.00	1.00	1.00	1.00	0.00
	Contracting Specialist II		2.00	2.00	2.00	2.00	0.00
	Procurement Buyers		2.00	2.00	2.00	2.00	0.00
	Procurement Services Manager		1.00	1.00	1.00	1.00	0.00
	Senior Contracting Specialist		1.00	1.00	1.00	1.00	0.00
	Total Positions		7.00	7.00	7.00	7.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Procurement Services - General Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$10,213)
	Total During 2020	(\$10,213)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$11,666
	Increase to fund pay progression	4,018
	Increase to fund medical and dental cost adjustments	6,468
	Increase to fund employee parking	480
	Decrease due to hiring delay in 2021	(6,172)
	Total Salaries/Benefits/Pensions	\$16,460
	Operating	
	None	\$0
	Total Operating	\$0
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$16,460
Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Procurement Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	434,013	437,697	473,641	473,641	485,559	11,918
51245 - RETIREMENT TERM VACATION	0	6,903	0	0	0	0
51260 - VACATION BUY PAY OUT	3,661	4,314	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(6,463)	(6,985)	0	0	0	0
51610 - PERA	56,791	58,282	66,914	66,914	69,924	3,010
51615 - WORKERS COMPENSATION	1,094	1,122	1,198	1,198	1,230	32
51620 - EQUITABLE LIFE INSURANCE	1,207	1,242	1,772	1,772	1,845	73
51640 - DENTAL INSURANCE	2,924	2,834	3,567	3,567	3,683	116
51670 - PARKING FOR EMPLOYEES	1,494	1,442	1,920	1,920	2,400	480
51690 - MEDICARE	6,035	6,142	6,957	6,957	7,130	173
51695 - CITY EPO MEDICAL PLAN	3,504	2,911	226	226	6,978	6,752
51696 - ADVANTAGE HD MED PLAN	44,283	54,729	73,127	73,127	67,783	(5,344)
51697 - HRA BENEFIT TO ADV MED PLAN	3,070	4,205	4,500	4,500	3,750	(750)
Salaries/Benefits/Pensions Total	551,613	574,838	633,822	633,822	650,282	16,460
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(10,213)	0	10,213
52105 - MISCELLANEOUS OPERATING	317	605	0	0	0	0
52110 - OFFICE SUPPLIES	3,981	3,079	2,000	2,000	2,000	0
52120 - COMPUTER SOFTWARE	628	364	0	0	0	0
52125 - GENERAL SUPPLIES	19	0	100	100	100	0
52135 - POSTAGE	1,027	609	1,250	1,250	1,250	0
52220 - MAINT OFFICE MACHINES	0	0	300	300	300	0
52305 - MAINT SOFTWARE	0	32,400	35,250	35,250	25,037	(10,213)
52405 - ADVERTISING SERVICES	1,582	2,200	0	0	0	0
52560 - PARKING SERVICES	140	177	150	150	150	0
52575 - SERVICES	169	130	300	300	300	0
52605 - CAR MILEAGE	155	0	0	0	0	0
52607 - CELL PHONE ALLOWANCE	250	50	0	0	0	0
52615 - DUES AND MEMBERSHIP	0	115	700	700	700	0
52625 - MEETING EXPENSES IN TOWN	106	543	200	200	200	0
52630 - TRAINING	7,030	854	5,000	5,000	5,000	0
52655 - TRAVEL OUT OF TOWN	685	239	1,500	1,500	1,500	0
52738 - CELL PHONE BASE CHARGES	185	14	0	0	0	0
52775 - MINOR EQUIPMENT	235	0	0	0	0	0
52776 - PRINTER CONSOLIDATION COST	2,303	3,817	6,000	6,000	6,000	0
52874 - OFFICE SERVICES PRINTING	459	511	500	500	500	0
Operating Total	19,271	45,707	53,250	43,037	43,037	0
Grand Total	570,884	620,545	687,072	676,859	693,319	16,460
Revenue						
43156 - REBATES	1,338	1,944	0	0	0	0
43157 - PURCH CARD PROGRAM REBATES	147,573	131,468	145,000	145,000	145,000	0
Grand Total	148,911	133,412	145,000	145,000	145,000	0

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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Support Services

Ryan Trujillo, Director | (719) 385-6602 | Ryan.Trujillo@coloradosprings.gov

2021 Strategic Plan Initiatives

ID	Goal	Initiative
2.4	Investing in Infrastructure	Develop a nationally recognized smart cities program that is adding value to citizens and driving economic development
3.21	Building Community & Collaborative Relationships	Drive sustainability initiatives that are outlined in PlanCOS
4.19	Excelling in City Services	Leverage technology, innovation and business improvement practices to enable citywide efficiencies

Note: The ID number above corresponds to the Initiatives described in the City Strategic Plan, pg. 17.

All Funds Summary

All Funds	Use of Funds	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	General Fund	\$8,769,875	\$3,458,252	\$3,369,555	\$3,927,826	\$558,271
	General Fund - CIP	1,856,043	1,258,293	1,258,293	4,962,576	3,704,283
	Office Services Fund	1,759,477	1,760,752	1,760,752	1,822,149	61,397
	Radio Fund	1,438,362	1,650,082	1,650,082	1,645,370	(4,712)
	Total	\$13,823,757	\$8,127,379	\$8,038,682	\$12,457,180	\$4,418,498
	Positions					
	General Fund	11.00	23.00	27.00	27.00	0.00
	Office Services Fund	9.00	9.00	9.00	9.00	0.00
	Radio Fund	8.00	8.00	8.00	8.00	0.00
	Total	28.00	40.00	44.00	44.00	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Significant Changes vs. 2020

- The 2021 budget includes the continuation of the General Fund 2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic
- Increase of approximately \$370,000 in the General Fund mainly to fund existing positions, pay progression, parking increases, and medical and dental cost adjustments, net of a reduction due to hiring delays in 2021
- Net increase of \$187,000 in the General Fund to transfer SCETC funding from the Information Technology department and Citizen Engagement contractual obligations to the Communications department
- Increase of approximately \$3.7 million in the General Fund to fund an increase in CIP Facilities Maintenance and the City's Radio Replacement project
- Increase of approximately \$502,000 in the Office Services Fund - City and Utilities Allocation revenues as a result of restoring an approximately \$502,000 draw from fund balance in 2020
- In 2020 the Radio Fund moved from the Information Technology department to the Support Services department
- Increase of \$250,000 in the Radio Fund - City Allocation revenue as a result of restoring a \$250,000 draw from fund balance in 2020

Support Services - Overview

The Support Services Department collaborates with other City departments and the community to improve organizational processes, implement creative solutions to overcome organizational obstacles, and ensure a sustainable and resilient future for Colorado Springs. The Department manages citywide operations, including facilities, fleet, innovation strategies, office services, and radio communications, and provides transparency and insight to the public and City leaders.

Facilities Management

- Manages Citywide facilities maintenance
- Manages the Citywide Facilities Committee, coordinating facility capital improvement projects, and other Citywide facilities related initiatives

Fleet Management

- Manages citywide fleet maintenance services
- Develops and implements fleet replacement strategy
- Manages the City and Colorado Springs Utilities fuel strategy and operations

Office of Innovation

- Manages and implements the City's Smart City Program, SmartCOS
- Leads citywide sustainability efforts in partnership with regional stakeholders
- Manages telecommunications activities such as cable franchise agreements, small cell deployment, and wireless communication

Office Services

- Provides printing, reprographics and mail processing services to all City departments and Colorado Springs Utilities

Radio Communications

- Oversees and provides maintenance and installation of the radio communications infrastructure that supports City operations

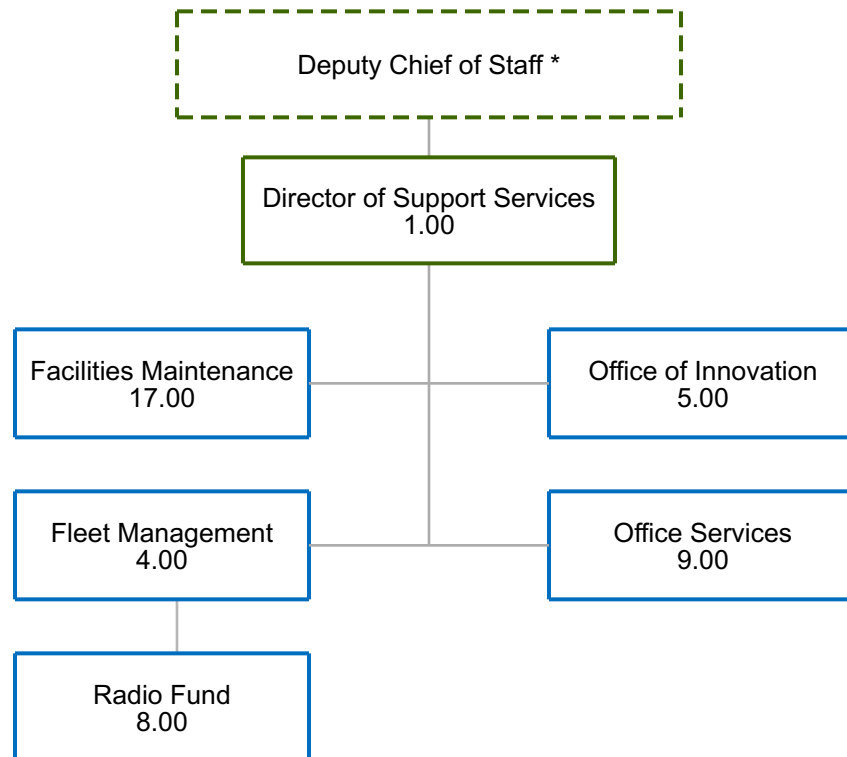
Support Services - Functions

The Support Services Division manages the following General Fund supported functions:

Support Services Functions	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget
Downtown Facilities	\$1,026,113	\$1,048,320	\$753,405	\$753,405	\$761,455
Facilities Management	0	192,878	1,122,192	1,122,192	1,446,452
Fleet Management	4,766,500	6,825,694	762,840	721,163	714,570
Office of Innovation	350,325	702,983	819,815	772,795	1,005,349
Total Support Services Functions	\$6,142,938	\$8,769,875	\$3,458,252	\$3,369,555	\$3,927,826

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - Organizational Chart



* The Deputy Chief of Staff is funded as part of the Mayor's Office budget. This position is not reflected in the position count in the following Budget Summary.

The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2020, and changes occurring as part of the 2021 Budget for each fund including General Fund, Office Services Fund, Radio Fund, and CIP.

Support Services - General Fund: Summary, Funding, and Position Changes

General Fund	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$858,676	\$1,159,348	\$2,113,512	\$2,113,512	\$2,483,103	\$369,591
	Operating	3,781,019	5,279,086	1,336,886	1,248,189	1,435,869	187,680
	Capital Outlay	1,503,243	2,331,441	7,854	7,854	8,854	1,000
	Total	\$6,142,938	\$8,769,875	\$3,458,252	\$3,369,555	\$3,927,826	\$558,271
	CIP	\$2,312,329	\$1,856,043	\$1,258,293	\$1,258,293	\$4,962,576	\$3,704,283
	Grand Total	\$8,455,267	\$10,625,918	\$4,716,545	\$4,627,848	\$8,890,402	\$4,262,554
	Revenue	\$304,885	\$234,141	\$59,359	\$59,359	\$73,459	\$14,100
	Position Title		2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Analyst II		2.00	3.00	3.00	3.00	0.00
	Contract Compliance Coordinator		1.00	1.00	1.00	1.00	0.00
	Contracting Specialist I		0.00	1.00	1.00	1.00	0.00
	CRM Configuration and Improvement Specialist		1.00	1.00	1.00	1.00	0.00
	Director of Support Services		0.00	0.00	1.00	1.00	0.00
	Dispatcher		0.00	1.00	1.00	1.00	0.00
	Facilities Manager		0.00	1.00	1.00	1.00	0.00
	Fleet Contract Manager		1.00	1.00	1.00	1.00	0.00
	Fleet Services Coordinator		3.00	3.00	3.00	3.00	0.00
	Innovation Manager		0.00	0.00	1.00	1.00	0.00
	Maintenance Technician II		1.00	1.00	1.00	1.00	0.00
	Senior Maintenance Technician		0.00	2.00	0.00	0.00	0.00
	Skilled Maintenance Supervisor		1.00	3.00	4.00	4.00	0.00
Skilled Maintenance Technician I		0.00	2.00	3.00	3.00	0.00	
Skilled Maintenance Technician II		0.00	2.00	5.00	5.00	0.00	
Sustainability Coordinator		1.00	1.00	0.00	0.00	0.00	
Total Positions		11.00	23.00	27.00	27.00	0.00	

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - General Fund: Funding and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	2020 Net Operating Reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic	(\$88,697)
	Total During 2020	(\$88,697)
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$334,362
	Increase to fund pay progression	21,855
	Increase to fund medical and dental cost adjustments	24,435
	Increase to fund employee parking	120
	Decrease due to hiring delay in 2021	(11,181)
	Total Salaries/Benefits/Pensions	\$369,591
	Operating	
	Transfer of funding for SCETC maintenance related to the Cable Franchise Agreements from Information Technology to Support Services	\$220,000
	Increase to fund parking services for City owned vehicles	1,680
	Redistribution from Operating to Capital Outlay	(1,000)
	Transfer to the Communications department to fund contractual obligations for Citizen Engagement functions	(33,000)
	Total Operating	\$187,680
	Capital Outlay	
	Redistribution from Operating to Capital Outlay	\$1,000
	Total Capital Outlay	\$1,000
	CIP	
	Increase to fund 2021 CIP Facilities Maintenance and Radio Replacement Projects	\$3,704,283
	Total CIP	\$3,704,283
	Total For 2021	\$4,262,554

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	Add 1.00 FTE Innovation Manager	1.00
	Add 1.00 FTE Skilled Maintenance Supervisor	1.00
	Add 1.00 FTE Skilled Maintenance Technician I	1.00
	Add 3.00 FTE Skilled Maintenance Technician II	3.00
	Eliminate 2.00 FTE Senior Maintenance Technician	(2.00)
	Total During 2020	4.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - CIP Program

CIP Program *	Project	General Fund	Other	Total Allocation
	Citywide Prioritized CIP Projects	2,192,053		2,192,053
	Citywide Emergency Facilities Maintenance	391,490		391,490
	Citywide Facilities Security	727,500		727,500
	Energy Efficiency Retrofits	174,233	99,259	273,492
	Fuel Island Infrastructure Improvements	81,900		81,900
	Radio Replacement	1,200,000		1,200,000
	Smart Lighting	195,400		195,400
	Total 2021 CIP	\$4,962,576	\$99,259	\$5,061,835

* The funding of the CIP projects is for the current budget year and may not reflect the total project cost. For a citywide comprehensive list of CIP projects, refer to the CIP section of the Budget.

Support Services - Office Services Fund: Summary, Funding, and Position Changes

Office Services Fund	Source of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Utilities Allocation	\$186,331	\$201,741	\$96,834	\$96,834	\$198,967	\$102,133
	City Allocation	656,594	657,804	257,808	257,808	768,282	510,474
	Postage	317,627	395,641	350,000	350,000	350,000	0
	Workorders	411,732	396,295	302,000	302,000	302,000	0
	Other	257,305	306,794	205,100	205,100	202,900	(2,200)
	Total	\$1,829,589	\$1,958,275	\$1,211,742	\$1,211,742	\$1,822,149	\$610,407
	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$572,914	\$641,278	\$658,808	\$658,808	\$675,778	\$16,970
	Operating	1,046,318	1,101,199	1,086,917	1,086,917	1,131,344	44,427
	Capital Outlay	37,517	17,000	15,027	15,027	15,027	0
	Total	\$1,656,749	\$1,759,477	\$1,760,752	\$1,760,752	\$1,822,149	\$61,397
	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget	
	Digital Imaging Technician	2.00	2.00	2.00	2.00	0.00	
	Graphics Technician	1.00	1.00	1.00	1.00	0.00	
	Office Services Coordinator	1.00	1.00	1.00	1.00	0.00	
	Office Specialist	1.00	1.00	1.00	1.00	0.00	
	Printing Technician	1.00	1.00	1.00	1.00	0.00	
Senior Office Specialist	3.00	3.00	3.00	3.00	0.00		
Total Positions	9.00	9.00	9.00	9.00	0.00		

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - Office Services Fund: Summary, Funding, and Position Changes

Funding Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	\$0
	Total During 2020	\$0
	For 2021	2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions	
	Net change to fund existing positions	\$3,851
	Increase to fund pay progression	4,429
	Increase to fund medical and dental cost adjustments	7,730
	Increase to fund employee parking	960
	Total Salaries/Benefits/Pensions	\$16,970
	Operating	
	Increase in Admin Pro Rate charges based on Cost Allocation Plan	\$44,669
	Decrease in operating expenses	(242)
	Total Operating	\$44,427
	Capital Outlay	
	None	\$0
	Total Capital Outlay	\$0
	Total For 2021	\$61,397

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - Radio Fund: Summary, Funding, and Position Changes

Radio Fund	Source of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	City Allocation	\$1,095,273	\$633,564	\$892,543	\$892,543	\$1,142,543	\$250,000
	Other Revenue	122,021	120,452	149,623	149,623	149,623	0
	Site Leases	315,733	406,202	400,687	400,687	392,987	(7,700)
	Total	\$1,533,027	\$1,160,218	\$1,442,853	\$1,442,853	\$1,685,153	\$242,300
	Use of Funds	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Salary/Benefits/Pensions	\$543,539	\$601,721	\$637,002	\$637,002	\$623,746	(\$13,256)
	Operating	973,686	836,641	1,013,080	1,013,080	1,021,624	8,544
	Total	\$1,517,225	\$1,438,362	\$1,650,082	\$1,650,082	\$1,645,370	(\$4,712)

Radio Positions	Position Title	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
	Administrative Technician	1.00	1.00	1.00	1.00	0.00
	Radio Communications Supervisor	1.00	1.00	1.00	1.00	0.00
	Radio Field Engineer	1.00	1.00	1.00	1.00	0.00
	Radio Installer	2.00	2.00	2.00	2.00	0.00
	Radio Technician	3.00	3.00	3.00	3.00	0.00
	Total Positions	8.00	8.00	8.00	8.00	0.00

Funding Changes	During 2020		* 2020 Amended - 2020 Original Budget
	None		\$0
	Total During 2020		\$0
	For 2021		2021 Budget - * 2020 Amended Budget
	Salaries/Benefits/Pensions		
	Net change to fund existing positions		(\$21,666)
	Increase to fund pay progression		3,940
	Increase to fund medical and dental cost adjustments		4,470
	Total Salaries/Benefits/Pensions		(\$13,256)
	Operating		
	Increase in Admin Pro Rate charges based on Cost Allocation Plan		\$9,391
	Decrease in operating expenses		(847)
	Total Operating		\$8,544
	Total For 2021		(\$4,712)

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

Support Services - Radio Fund: Summary, Funding, and Position Changes

Position Changes	During 2020	* 2020 Amended - 2020 Original Budget
	None	0.00
	Total During 2020	0.00
	For 2021	2021 Budget - * 2020 Amended Budget
	None	0.00
	Total For 2021	0.00

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	637,834	846,280	1,565,273	1,565,273	1,827,118	261,845
51210 - OVERTIME	6,270	2,677	0	0	0	0
51220 - SEASONAL TEMPORARY	1,668	7,425	294	294	294	0
51240 - RETIREMENT TERMINATION SICK	0	6,950	0	0	0	0
51245 - RETIREMENT TERM VACATION	0	10,737	0	0	0	0
51260 - VACATION BUY PAY OUT	7,280	10,347	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(8,144)	(14,148)	0	0	0	0
51610 - PERA	83,801	114,398	218,064	218,064	261,449	43,385
51615 - WORKERS COMPENSATION	6,384	13,371	43,577	43,577	44,553	976
51620 - EQUITABLE LIFE INSURANCE	1,771	2,388	5,748	5,748	6,833	1,085
51640 - DENTAL INSURANCE	4,412	5,574	11,888	11,888	12,732	844
51670 - PARKING FOR EMPLOYEES	466	656	7,800	7,800	7,920	120
51690 - MEDICARE	8,922	12,124	22,858	22,858	26,659	3,801
51695 - CITY EPO MEDICAL PLAN	13,326	11,724	6,800	6,800	50,050	43,250
51696 - ADVANTAGE HD MED PLAN	89,189	121,431	215,210	215,210	232,745	17,535
51697 - HRA BENEFIT TO ADV MED PLAN	5,497	7,414	16,000	16,000	12,750	(3,250)
Salaries/Benefits/Pensions Total	858,676	1,159,348	2,113,512	2,113,512	2,483,103	369,591
Operating						
52003 - REDUCTION IN OPERATING	0	0	0	(88,697)	0	88,697
52105 - MISCELLANEOUS OPERATING	6,404	2,320	2,500	2,500	2,500	0
52110 - OFFICE SUPPLIES	8,506	9,931	2,500	2,500	4,000	1,500
52120 - COMPUTER SOFTWARE	3,354	0	0	0	0	0
52122 - CELL PHONES EQUIP AND SUPPLIES	10	0	250	250	250	0
52125 - GENERAL SUPPLIES	38,866	56,730	14,500	14,500	14,500	0
52132 - CONSUMABLE SUPPLIES	0	1,520	0	0	0	0
52135 - POSTAGE	9	22	0	0	0	0
52140 - WEARING APPAREL	265	5,556	1,750	1,750	1,750	0
52159 - MOBILE FUELING	111,318	117,346	0	0	0	0
52165 - LICENSES AND TAGS	2,327	2,306	1,600	1,600	2,600	1,000
52190 - JANITORIAL SUPPLIES	4,803	3,995	7,800	7,800	7,800	0
52225 - MAINT OF COMPUTER SOFTWARE	10,998	0	0	0	0	0
52235 - MAINT MACHINERY AND APPARATUS	225	0	0	0	0	0
52265 - MAINT BUILDINGS AND STRUCTURE	294,826	203,075	191,231	191,231	152,000	(39,231)
52281 - MAINT INFRASTRUCTURE	50,900	64,713	60,000	60,000	60,000	0
52305 - MAINT SOFTWARE	206,999	200,984	183,739	183,739	183,739	0
52410 - BUILDING SECURITY SERVICES	278,910	317,907	233,433	233,433	233,433	0
52415 - CONTRACTS AND SPEC PROJECTS	135,901	127,843	183,177	183,177	317,480	134,303
52425 - ENVIRONMENTAL SERVICES	11,356	66,483	6,000	6,000	19,000	13,000
52435 - GARBAGE REMOVAL SERVICES	23,060	2,738	8,500	8,500	8,500	0
52445 - JANITORIAL SERVICES	127,182	130,520	127,200	127,200	127,200	0
52560 - PARKING SERVICES	8,150	8,250	7,680	7,680	9,360	1,680
52565 - PEST CONTROL	806	14,455	1,550	1,550	1,550	0
52571 - SNOW REMOVAL	11,417	744	14,500	14,500	14,500	0
52573 - CREDIT CARD FEES	0	12	0	0	0	0
52575 - SERVICES	160,918	213,639	130,226	130,226	130,326	100
52590 - TEMPORARY EMPLOYMENT	0	8,030	50,350	50,350	18,350	(32,000)
52605 - CAR MILEAGE	602	322	1,000	1,000	1,000	0

City of Colorado Springs Budget Detail Report

001 - GENERAL FUND Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
52615 - DUES AND MEMBERSHIP	0	349	3,000	3,000	3,000	0
52625 - MEETING EXPENSES IN TOWN	448	4,245	0	0	0	0
52630 - TRAINING	7,065	1,840	11,000	11,000	10,000	(1,000)
52655 - TRAVEL OUT OF TOWN	6,007	6,100	12,000	12,000	3,000	(9,000)
52725 - RENTAL OF PROPERTY	5,210	0	0	0	0	0
52735 - TELEPHONE LONG DIST CALLS	451	634	500	500	500	0
52736 - CELL PHONE AIRTIME	2,568	3,189	7,900	7,900	9,600	1,700
52738 - CELL PHONE BASE CHARGES	338	0	0	0	0	0
52755 - COMMUNICATIONS EQUIPMENT	425	0	60,000	60,000	62,500	2,500
52757 - SECURITY SURVEILLANCE EQUIP	115	602	0	0	0	0
52765 - LEASE PURCHASE PAYMENTS	2,249,933	3,649,862	0	0	0	0
52770 - SAFETY EQUIPMENT	0	0	0	0	10,000	10,000
52775 - MINOR EQUIPMENT	12,510	16,210	5,000	5,000	15,000	10,000
52776 - PRINTER CONSOLIDATION COST	8,049	8,131	4,000	4,000	4,000	0
52872 - MAINT FLEET VEHICLES EQP	263	1,281	2,000	2,000	2,000	0
52874 - OFFICE SERVICES PRINTING	1,460	1,874	2,000	2,000	6,431	4,431
52881 - PURCH FOR RESALE FUEL	(13,937)	19,274	0	0	0	0
52883 - PURCH FOR RESALE NON STCK PART	2,002	6,054	0	0	0	0
Operating Total	3,781,019	5,279,086	1,336,886	1,248,189	1,435,869	187,680
Capital Outlay						
53030 - FURNITURE AND FIXTURES	2,129	40,566	7,854	7,854	8,854	1,000
53070 - VEHICLES REPLACEMENT	1,501,114	2,290,875	0	0	0	0
Capital Outlay Total	1,503,243	2,331,441	7,854	7,854	8,854	1,000
Total Expense	6,142,938	8,769,875	3,458,252	3,369,555	3,927,826	558,271
CIP Total	2,312,329	1,856,043	1,258,293	1,258,293	4,962,576	3,704,283
Grand Total	8,455,267	10,625,918	4,716,545	4,627,848	8,890,402	4,262,554
Revenue						
42665 - CITY OTHER DEPT	219,943	158,216	0	0	0	0
42710 - OTHER REVENUE	45,463	10,591	49,759	49,759	49,759	0
45763 - ADMINISTRATIVE SERVICES FEES	29,033	52,963	9,600	9,600	23,700	14,100
45905 - RENTAL INCOME	10,446	12,371	0	0	0	0
Total Revenue	304,885	234,141	59,359	59,359	73,459	14,100

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	410,476	458,933	466,663	466,663	473,825	7,162
51210 - OVERTIME	9,655	2,542	17,000	17,000	17,000	0
51230 - SHIFT DIFFERENTIAL	27	0	0	0	0	0
51240 - RETIREMENT TERMINATION SICK	8,362	11,501	0	0	0	0
51245 - RETIREMENT TERM VACATION	4,145	3,334	0	0	0	0
51610 - PERA	55,282	60,898	65,087	65,087	67,378	2,291
51615 - WORKERS COMPENSATION	3,941	4,180	4,226	4,226	3,163	(1,063)
51620 - EQUITABLE LIFE INSURANCE	1,181	1,316	1,622	1,622	1,664	42
51640 - DENTAL INSURANCE	3,696	4,241	4,259	4,259	4,400	141
51655 - RETIRED EMP MEDICAL INS	2,194	2,194	2,212	2,212	2,212	0
51670 - PARKING FOR EMPLOYEES	2,652	2,664	3,960	3,960	4,920	960
51690 - MEDICARE	5,194	5,774	6,766	6,766	6,870	104
51695 - CITY EPO MEDICAL PLAN	5,322	5,931	6,442	6,442	0	(6,442)
51696 - ADVANTAGE HD MED PLAN	56,770	73,307	76,071	76,071	89,346	13,275
51697 - HRA BENEFIT TO ADV MED PLAN	4,017	4,463	4,500	4,500	5,000	500
Salaries/Benefits/Pensions Total	572,914	641,278	658,808	658,808	675,778	16,970
Operating						
52110 - OFFICE SUPPLIES	90	178	1,450	1,450	1,450	0
52115 - MEDICAL SUPPLIES	0	8	150	150	150	0
52120 - COMPUTER SOFTWARE	885	583	1,604	1,604	1,604	0
52125 - GENERAL SUPPLIES	154	480	1,000	1,000	1,000	0
52130 - OTHER SUPPLIES	0	0	0	0	5,000	5,000
52135 - POSTAGE	201	223	200	200	200	0
52140 - WEARING APPAREL	30	0	400	400	400	0
52220 - MAINT OFFICE MACHINES	7,226	6,007	10,500	10,500	10,500	0
52450 - LAUNDRY AND CLEANING SERVICES	293	270	600	600	600	0
52568 - BANK AND INVESTMENT FEES	498	396	1,716	1,716	1,474	(242)
52573 - CREDIT CARD FEES	1,408	1,635	1,500	1,500	1,500	0
52575 - SERVICES	211	398	5,207	5,207	5,207	0
52590 - TEMPORARY EMPLOYMENT	23,923	0	0	0	0	0
52605 - CAR MILEAGE	0	12	50	50	50	0
52615 - DUES AND MEMBERSHIP	0	0	550	550	550	0
52625 - MEETING EXPENSES IN TOWN	0	0	50	50	50	0
52630 - TRAINING	20	0	300	300	300	0
52645 - SUBSCRIPTIONS	0	0	100	100	100	0
52776 - PRINTER CONSOLIDATION COST	195,201	187,735	190,000	190,000	190,000	0
52795 - RENTAL OF EQUIPMENT	3,141	4,188	6,120	6,120	6,120	0
52805 - ADMIN PRORATED CHARGES	163,664	168,336	208,315	208,315	252,984	44,669
52872 - MAINT FLEET VEHICLES EQP	5,041	4,447	7,105	7,105	7,105	0
52874 - OFFICE SERVICES PRINTING	0	21	0	0	0	0
52880 - PURCHASES FOR RESALE	306,703	311,474	300,000	300,000	300,000	0
52915 - PASSTHRU MAIL	337,629	414,808	350,000	350,000	345,000	(5,000)
Operating Total	1,046,318	1,101,199	1,086,917	1,086,917	1,131,344	44,427

City of Colorado Springs Budget Detail Report

505 - OFFICE SERVICES Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Capital Outlay						
53040 - MACHINERY AND APPARATUS	14,585	17,000	15,027	15,027	15,027	0
53070 - VEHICLES REPLACEMENT	22,932	0	0	0	0	0
Capital Outlay Total	37,517	17,000	15,027	15,027	15,027	0
Grand Total	1,656,749	1,759,477	1,760,752	1,760,752	1,822,149	61,397
Revenue						
42605 - ENT FUND UTIL ALLOCATION	186,331	201,741	96,834	96,834	198,967	102,133
42625 - ENTERPRISE FUND UTIL WORDER	119,095	110,933	80,000	80,000	80,000	0
42630 - POSTAGE	317,627	395,641	350,000	350,000	350,000	0
42650 - CITY WORKORDERS	199,778	201,664	120,000	120,000	120,000	0
42660 - CITY ALLOCATION	656,594	657,804	257,808	257,808	768,282	510,474
42710 - OTHER REVENUE	3,314	4,102	5,000	5,000	5,000	0
42720 - OTHER BILLED INVOICES	243,900	272,315	184,500	184,500	184,500	0
42725 - OTHER WORKORDERS	92,859	83,698	102,000	102,000	102,000	0
43180 - GAIN LOSS INV MKT VALUE	(138)	12,573	0	0	0	0
44040 - SALE OF PROPERTY	(4,332)	0	0	0	0	0
44050 - GAIN LOSS ON SALE OF ASSETS	4,332	0	0	0	0	0
46025 - INTEREST	10,229	17,804	15,600	15,600	13,400	(2,200)
Total Revenue	1,829,589	1,958,275	1,211,742	1,211,742	1,822,149	610,407

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

City of Colorado Springs Budget Detail Report

506 - RADIO Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
Salaries/Benefits/Pensions						
51205 - CIVILIAN SALARIES	402,469	445,178	457,249	457,249	451,597	(5,652)
51210 - OVERTIME	669	(641)	5,354	5,354	5,354	0
51235 - STANDBY	4,419	4,943	20,562	20,562	20,562	0
51240 - RETIREMENT TERMINATION SICK	4,168	5,663	0	0	0	0
51245 - RETIREMENT TERM VACATION	3,048	1,829	0	0	0	0
51260 - VACATION BUY PAY OUT	872	0	0	0	0	0
51299 - SALARIES REIMBURSEMENTS	(2,834)	(3,145)	0	0	0	0
51610 - PERA	54,686	60,214	63,772	63,772	64,217	445
51612 - RETIREMENT HEALTH SAVINGS	0	0	423	423	423	0
51615 - WORKERS COMPENSATION	13,864	15,578	15,716	15,716	16,021	305
51620 - EQUITABLE LIFE INSURANCE	1,176	1,277	1,627	1,627	1,612	(15)
51640 - DENTAL INSURANCE	2,583	2,410	2,392	2,392	2,472	80
51655 - RETIRED EMP MEDICAL INS	2,194	1,554	0	0	0	0
51690 - MEDICARE	5,826	6,403	6,631	6,631	6,548	(83)
51696 - ADVANTAGE HD MED PLAN	46,656	56,538	59,276	59,276	51,690	(7,586)
51697 - HRA BENEFIT TO ADV MED PLAN	3,743	3,920	4,000	4,000	3,250	(750)
Salaries/Benefits/Pensions Total	543,539	601,721	637,002	637,002	623,746	(13,256)
Operating						
52105 - MISCELLANEOUS OPERATING	21	12	0	0	0	0
52110 - OFFICE SUPPLIES	89	288	450	450	450	0
52111 - PAPER SUPPLIES	35	94	100	100	100	0
52125 - GENERAL SUPPLIES	106	67	300	300	300	0
52135 - POSTAGE	85	68	100	100	100	0
52140 - WEARING APPAREL	143	107	100	100	100	0
52145 - PAINT AND CHEMICAL	0	178	100	100	100	0
52155 - AUTOMOTIVE	0	90	50	50	50	0
52165 - LICENSES AND TAGS	4,000	1,400	1,000	1,000	1,000	0
52190 - JANITORIAL SUPPLIES	238	374	500	500	500	0
52235 - MAINT MACHINERY AND APPARATUS	153	28,610	1,000	1,000	1,000	0
52250 - MAINT RADIOS ALLOCATION	350,067	342,647	404,325	404,325	404,325	0
52265 - MAINT BUILDINGS AND STRUCTURE	1,968	7,531	1,500	1,500	1,500	0
52445 - JANITORIAL SERVICES	2,820	2,940	2,820	2,820	2,820	0
52568 - BANK AND INVESTMENT FEES	567	291	1,859	1,859	1,012	(847)
52573 - CREDIT CARD FEES	36	35	200	200	200	0
52575 - SERVICES	746	788	1,000	1,000	1,000	0
52590 - TEMPORARY EMPLOYMENT	13,523	8,322	27,348	27,348	27,348	0
52607 - CELL PHONE ALLOWANCE	900	900	900	900	900	0
52630 - TRAINING	50	16,050	7,000	7,000	7,000	0
52655 - TRAVEL OUT OF TOWN	0	0	1,500	1,500	1,500	0
52725 - RENTAL OF PROPERTY	41,447	41,447	41,447	41,447	41,447	0
52735 - TELEPHONE LONG DIST CALLS	0	0	66	66	66	0
52736 - CELL PHONE AIRTIME	0	0	80	80	80	0
52738 - CELL PHONE BASE CHARGES	414	848	650	650	650	0
52746 - UTILITIES ELECTRIC	18,271	16,757	16,923	16,923	16,923	0
52747 - UTILITIES GAS	1,909	2,016	2,713	2,713	2,713	0
52748 - UTILITIES SEWER	518	485	623	623	623	0
52749 - UTILITIES WATER	915	865	853	853	853	0

City of Colorado Springs Budget Detail Report

506 - RADIO Support Services

Acct # - Description	2018 Actual	2019 Actual	2020 Original Budget	* 2020 Amended Budget	2021 Budget	2021 Budget - * 2020 Amended Budget
52775 - MINOR EQUIPMENT	63,348	12,142	5,500	5,500	5,500	0
52776 - PRINTER CONSOLIDATION COST	1,110	1,116	1,100	1,100	1,100	0
52785 - RADIO REPLACEMENT	240,305	12,182	107,549	107,549	107,549	0
52805 - ADMIN PRORATED CHARGES	62,213	63,060	79,661	79,661	89,052	9,391
52872 - MAINT FLEET VEHICLES EQP	4,265	6,876	10,763	10,763	10,763	0
52874 - OFFICE SERVICES PRINTING	0	24	0	0	0	0
52880 - PURCHASES FOR RESALE	117,889	130,429	115,000	115,000	115,000	0
52882 - PURCH FOR RESALE COMMERCIAL	18,138	6,550	3,000	3,000	3,000	0
52883 - PURCH FOR RESALE NON STCK PART	2,428	6,634	10,000	10,000	10,000	0
52886 - RADIO MAINTENANCE MISC	24,969	124,418	165,000	165,000	165,000	0
Operating Total	973,686	836,641	1,013,080	1,013,080	1,021,624	8,544
Grand Total	1,517,225	1,438,362	1,650,082	1,650,082	1,645,370	(4,712)
Revenue						
42660 - CITY ALLOCATION	1,095,273	633,564	892,543	892,543	1,142,543	250,000
42720 - OTHER BILLED INVOICES	103,593	188,536	53,780	53,780	53,780	0
42785 - REV SITE LEASES	122,021	120,452	149,623	149,623	149,623	0
42880 - REV PARTS PURCH RESALE	900	0	0	0	0	0
42883 - REV PAGING SYSTEM	30,306	27,436	33,284	33,284	33,284	0
42886 - REV NON CITY SVCS	166,758	168,329	296,723	296,723	296,723	0
43180 - GAIN LOSS INV MKT VALUE	2,505	8,958	0	0	0	0
46025 - INTEREST	11,671	12,943	16,900	16,900	9,200	(7,700)
Grand Total	1,533,027	1,160,218	1,442,853	1,442,853	1,685,153	242,300

* 2020 Amended Budget as of 8/31/2020, which may include budget reductions due to the economic shutdown and revenue loss as a result of the COVID-19 pandemic

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